



**SUSTRAINY**

Sustainable action Training for Youth



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# SUSTRAINY PROJECT



## PANORAMA OF SUSTAINABLE BUSINESSES PRACTICES

COLLABORATIVE  
MANAGEMENT AND  
WELLBEING  
AT WORK

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# COLLABORATIVE MANAGEMENT AND WELLBEING AT WORK



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Category – Key words	Collaborative management, business, wellbeing, creative driven, creative skills, work environment, work ecosystem
Who?	Investors – international companies worldwide
Location	Physical or online
Years of implementation	2000 - ongoing
Website	<a href="http://www.accenture.com">www.accenture.com</a>



## Abstract

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialized skills across more than 40 industries, it offers Strategy and Consulting, Interactive, Technology and Operations services all powered by the world's largest network of Advanced Technology and Intelligent Operations centers. The 537,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. The company embraces the power of change to create value and shared success for our clients, people, shareholders, partners and communities.

Multinational professional services company Accenture is keen to offer choice to its employees. It offers flexibility over the way they can choose to work. Flexible schedules are available and employees can opt to work in non-Accenture office environments. The company also has an App-based "Accenture Active" initiative. It encourages employees to choose a key wellness goal that matters to them and then supports and rewards them for accomplishing it. Accenture places a major emphasis on the mental wellbeing of its staff. There's an appreciation at the company that, sometimes, work-related stress can be linked closely to what's going on outside the workplace. There are confidential support services available to help employees with issues like stress, substance abuse, depression and anxiety as well.

## Concept Addressed

The company aims to care for people, shape the culture of the organization supporting people's resilience and wellbeing maintaining a healthy safe workplace. Accenture research introduces a framework called "Net Better Off," which centers on six distinct and connected dimensions that leaders must focus on to unlock their people's potential: Emotional & Mental, Relational, Physical, Financial, Purposeful and Employable. The research found that 64 percent of a person's potential—defined by their ability to use their skills and strengths at work—is influenced by whether or not they feel better off across these six dimensions. And while the emotional, relational and purposeful dimensions are the strongest drivers of positive employee behavior, most employers focus their efforts on only the employable and financial dimensions. The analysis found that organizations that make their people Net Better Off and implement specific organizational practices could achieve incremental revenue growth of as much as 5% even in times of crisis or amid weak GDP growth.



## Relevance

### Added value

- Accelerating a culture of equality
- Promoting wellbeing and collaborative management
- Offering learning opportunities
- Impact on the environment

## Eventually accreditation

None

## Tips to implement

- If you have a company, create a strategy to promote the wellbeing at work
- Make your company more sustainable and competitive
- Invest on the people offering opportunities to grow

## Bibliography

<https://www.accenture.com/us-en/about/company/leadership-during-coronavirus>

