



Holistic Wellness Strategies: Integrating Well-being for Performance & Retention

Presented by HR Plus Talent Limited – Emrys Lam





Agenda & Core Objectives

01

Data-Driven Shift

Understand the evidence behind well-being and engagement as strategic priorities.

02

Monthly Engagement Strategy

Learn how to design high-impact, low-cost programmes that drive good ROI

03

Strategic HR Partnership

Position HR as a business partner that invests with precision and purpose.

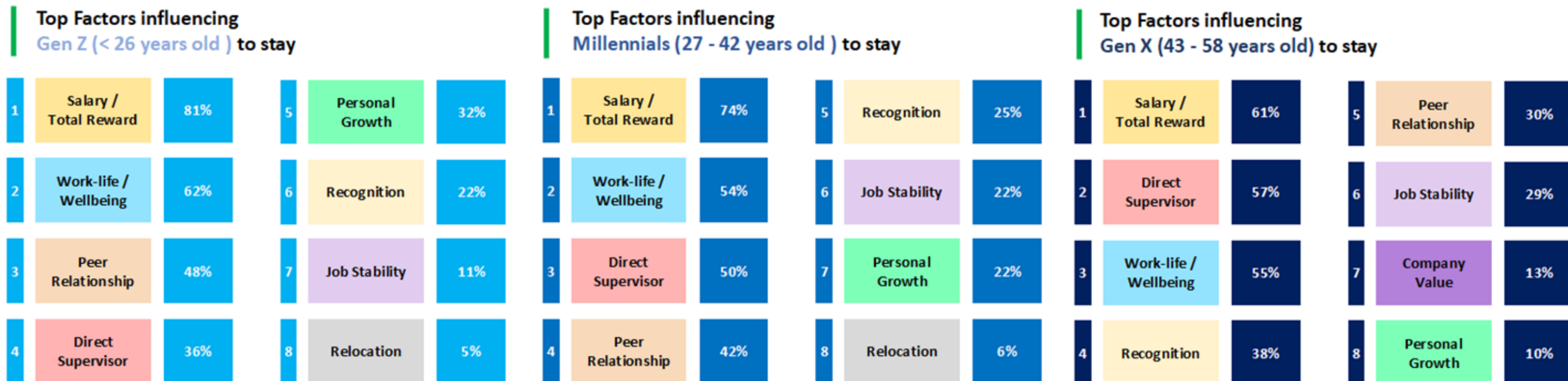
Wellbeing, people relationships, recognition and growth are the top factors for talent to stay after salary in Hong Kong

Question – Top factors in talent retention

Select the top 3 factors influencing your decision to stay.

Rank by Highest Choice - Respondent's Distribution (%)

Raising the pay is a costly measure especially when your opponents have a bigger pocket than yours. By adopting alternative strategies, you can gain parallel advantages in talent retention at half the cost.



Source: HR Plus Employee Engagement Surveys

HR Plus surveyed 1131 employees in the Hong Kong Market, the margin of error ranged from ± 5 percentage points at the 95% confidence level.

The Retention Challenge: Beyond Salary

Salary is the cost of entry. You cannot win the war for talent against industry giants on salary alone.

Your strategic advantage is providing a superior **workplace experience**.

Investing in consistent engagement and connection is a **proactive retention investment**.

The new talent equation is simple:

Salary + Well-being + Bonding/Connection = Sustainable Retention.





Generational Focus: Why Engagement Services Matter

Engagement services are no longer a "nice-to-have"; they are a top retention factor, especially for your future workforce.

Gen Z (< 26)

Work-life / Wellbeing is the **#2 factor** influencing them to stay

62% prioritise this

Millennials (27 - 42)

Work-life / Wellbeing is the **#3 factor** influencing them to stay

54% prioritise this

Conclusion: Targeting well-being is key to retaining your most valuable talent groups.

The Impact of Engagement & Wellness

Quantify the value—these programmes directly impact your bottom line.

84%

Retention Power

Employees will **stay longer** if employers offer monthly wellness initiatives

57%

Priority Shift

Talents prioritise a change in **Engagement/Wellbeing** over Pay/Benefits

 **Takeaway:** A consistent, monthly commitment creates a **unique edge** against competitors.





Incentivising with Precision: Mitigating Risk

The Traditional Approach

Sporadic, large, expensive bonuses

- ✗ Inconsistent impact
- ✗ High cost
- ✗ Limited connection

The Precision Strategy

Smaller, consistent investment in **high-frequency connection**

- ✓ Sustainable engagement
- ✓ Lower cost
- ✓ Builds trust

Employee wellness activity doesn't need to be expensive; it simply needs to show the company's **intention**.

Consistency proves commitment.

Low-Cost, High-Impact Monthly Engagement Calendar

Use **festivals and seasonal activities** to create simple, monthly connection points.

Month/Season	Activity Idea	Low-Cost Implementation
Holiday Season	Social Cohesion	Provide HR-printed cards for peer-to-peer appreciation notes. Incorporate a simple New Year Floral .
Lunch Time	Knowledge	Simple 30-minute walk outside the office. Alternatively, organize a Nutrition Workshop or Onsite Yoga Class in a spare boardroom.
1 hour Workshop	Colleague Skill-Share Hour	Supplement with a subsidized Latte Art Workshop or Cooking Class as a team incentive.
Special Days	Physical Relaxation, Family Day, Pet Day and etc	15-minute office massage session, Bring your Kids to work day and etc

Implementation

Employee Welfare Activities: Driving Measurable Thriving & Resilience

Physical Vitality



- Achievement: Reduced ergonomic strain via accessible on-site solutions.
- Impact: Sustained peak energy & productivity.

Mental Resilience



- Achievement: Equipped teams with practical stress-tools during critical periods.
- Impact: Enhanced focus & emotional regulation.

Social Cohesion



- Achievement: Strengthens trust through shared experiential learning.
- Impact: Built trust & accelerated collaboration.

Skill Amplification



- Achievement: Ignites creativity beyond conventional job roles.
- Impact: Inspire innovation & accomplishment pride.

We transform employee thriving: Energizing bodies, fortifying minds, forging bonds, igniting growth. This elevates organizational resilience: Boosting engagement, innovation, retention, and sustainable performance – empowering HR as architects of human-centric talent magnets.

Past Highlight: Festivals and seasonal activities



Chinese New Year



Easter



Dragon Boat Festival



Employee Wellness Month (June)

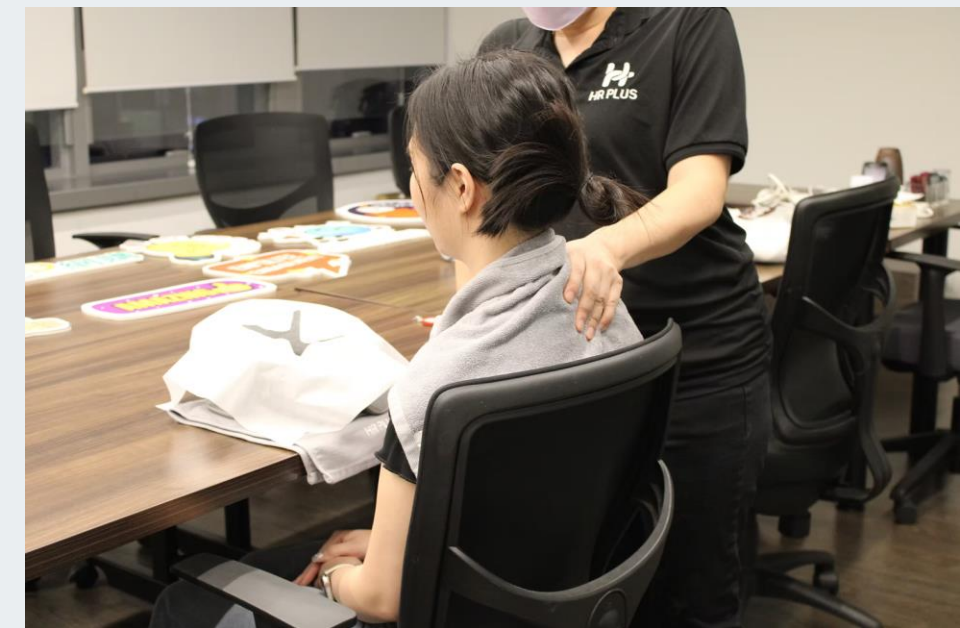


Mid-Autumn Festival



Christmas

Practical Examples: Wellness Week Blueprint



Implementation

Customization Focus: Tailored Corporate Vitality Programs

We craft unique, employee-centric experiences bridging relaxation, creativity, and team synergy:



Massage & Yoga

Providing convenient stress relief and mind-body rejuvenation services to multiple companies, directly improving employee well-being and productivity in the workplace.



Fluid Art Workshops

Transform corporate spaces into art studios through immersive experiential courses, allowing employees to unleash their creativity through guided flow painting experiences.



Dragon Boat Festival

Organized a large-scale corporate dragon boat race involving more than 180 employees, promoting cross-departmental collaboration and cultural integration through intensive team-building activities.



Family Day

We combine creative decoration, interactive art, and live entertainment to create an immersive, family-friendly fantasy park designed to foster emotional bonds.

Practical Examples: Wellness Week Blueprint

Provide a practical, easy way to start a major initiative without a large budget.



Annual Wellness Anchor

Organize a **"Wellness Week/Day"** with a mix of high-demand, low-cost activities (e.g., Office Stretching/Yoga, Mental Health Talk, Healthy Lunch Catering).



Seasonal/Quarterly Connection

Organize a low-cost, off-site team-building activity like a **Dragon Boat Race** or a simple **Hiking/Trail Walk** to encourage shared experience and resilience.



Monthly Cohesion

Host 1-hour in-office/hybrid **Social Workshops** (e.g., DIY Coffee, Perfume Making, Simple Crafting). These are relatively low-cost and foster synergy.

Event Cost Estimation

Wellness Theme	Activities	Description	Est. Participants	Cost Est. (HKD)
Social	Spring Couplet Competition (揮春)	Office Spring Couplet & Director / Public Award	40	HKD 4,000
Financial	Chinese New Year Red Pocket Lottery	Red Pocket Design & Lucky Draw	Office Staff	HKD 6,000
Social	Valentine's Day Gift	Flower / Chocolate & Gift Card	Office Staff	HKD 9,200
Community Social	Women's Day Celebration - Office "High Tea"	Tea Drink Delivery to Office + DE&I Talk	40	HKD 8,000
Env. / ESG	Earth Day - Recycle Challenge	Clothing Recycle Competition + Award	Office Staff	HKD 10,000
Env. / ESG	Earth Day - Green Lunch	Green Lunch Box + ESG talk	50	HKD 8,000
Community Social	Easter Office Hunt	Easter Egg Hunting Competition + Award	Office Staff	HKD 6,000
Social Physical	Mother's Day Gift	Dry Flower / Soup	Office Staff	HKD 9,200
Intellectual	Mother's Day Gift Class	DIY Perfume	20	HKD 8,500
Finance	Labor Day Best Employee Competition	Voting Competition + Award	Office Staff	HKD 8,000
Social	Father's Day Gift	Best Dad Design Cup	Office Staff	HKD 9,200
Physical	Dragon Boat Zongzi	Healthy Handmade Zongzi	Office Staff	HKD 10,000
ESG	Pride Day Gift	Rainbow Flag + DE&I Talk	40	HKD 7,000

Event Cost Estimation

Wellness Theme	Activities	Description	Est. Participants	Cost Est. (HKD)
Physical	Summer Office Chill	Onsite Ice Cream	Office Staff	HKD 9,200
Finance Social	International Friendship Day - Voting Competition	Best Colleague Competition + Awards	Office Staff	HKD 8,000
Social Community	International Dog Day - Voting Competition	Office Pet Day + Voting Competition	Office Staff	HKD 5,000
Social	Chinese Valentine Gift (七夕情人節)	Chocolate / Flower / Low Calorie Cookies	Office Staff	HKD 9,200
Social Community	Parent Workday - Voting Competition	Parent Workday + Voting Competition	Office Staff	HKD 5,000
Physical Social	Mid Autumn Festival Gift	Handmake Mooncake / Mini lantern	Office Staff	HKD 10,000
ESG	International Day of Charity	Employee Charity sale fundraising	Office Staff	HKD 3,000
Physical	Halloween Celebration Gift	Soup / Low Calorie Cookies	Office Staff	HKD 9,200
Social Community	International Boss Day - Voting Competition	Best Leadership / Team Voting Competition	Office Staff	HKD 5,000
ESG	World Vegan Day - Green Lunch	Green Lunch + ESG talk	Office Staff	HKD 5,000
Physical	Lidong seasonal soup (立冬老火湯)	Seasonal Soup	Office Staff	HKD 8,000
Physical Social	International Mountain Day - Hiking + Drink	Beginner-Friendly Hiking + After Event Drink	60	HKD 10,000
Social Community	Christmas - Secret Angel + Drink	Secret Angel Gift Exchange + Drink	Office Staff	HKD 10,000

Event Cost Estimation

Activities	Description	Est. Participants	Cost Est. (HKD)
Office Massage	15 mins Office Massage Session	30	HKD 6,000
Nutrition Workshop	60 mins Onsite diagnosis & Seminar	30	HKD 4,000
Chinese Medical Workshop	60 mins Onsite diagnosis & Seminar	30	HKD 6,000
Meditation Class	60 mins Onsite Medication Class	20	HKD 5,000
Psychotherapy Workshop	90 mins Group Therapy Session	20	HKD 6,000
Wine Tasting Workshop	90 mins Wine Tasting with sommelier	20	HKD 8,000
Yoga Class	60 mins Onsite Yoga Class	30	HKD 4,000
Perfume Making Workshop	90 mins Personalized Perfume DIY	15	HKD 8,500
Nutrition Workshop	60 mins Onsite diagnosis & Seminar	30	HKD 5,000

Key Takeaways & HR as Architect



Be Data-Driven

Wellness is a top retention factor for your best talent



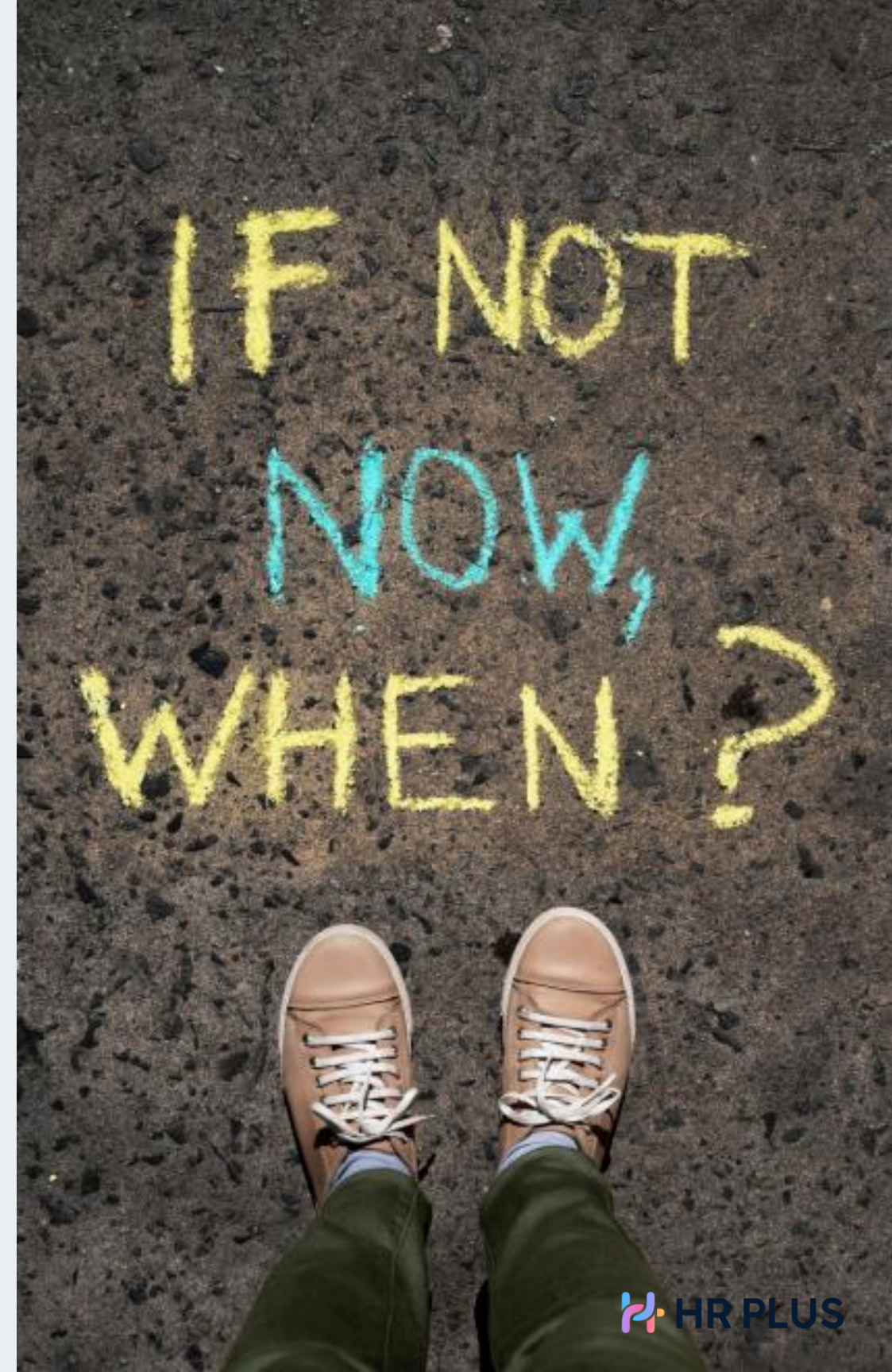
Be Intentional

Your **commitment and effort** are more important than your budget. The cost is secondary.



Be Practical

Start with one low-cost activity next month. Focus on **consistency** and **connection**.



Glad to know you

We are team of HR experts in Hong Kong united by a passion for making people love their work.

We believe that by putting people first, leveraging technology, and HR best practices, we can help companies grow by creating the best possible employee experience.

we're **HR PLUS**



Humanistic

Treating all individuals with empathy, dignity, and respect.



Data Driven

Evidence-based approach to deliver measurable results



Excellence

Our believe in quality and professionalism to create value for all parties



Trustworthy

Operate with ethics and integrity, we build trust via deliver on promise



Ownership

We own your success just like you would



our mission

At HR Plus, our mission is to create a better workplace for all. We aim to be the go-to HR service company for businesses looking to enhance their workplace culture, attract and retain top talent, and achieve their strategic goals.



Questions & Discussion

Let's explore how these strategies can work for your organisation.

Thank You



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