

**Title:** Snack Proud's ... Guide (Include strong benefit(s) in title)

Employee health and happiness affect your company's bottom line in many ways. This is something every company needs to think about. There are many productivity-destroying factors in your workplace that you may not even think of.

Snack Proud created this guide to help you identify ways to improve profits and employee health and happiness with a few easy tweaks to your work environment.

**Here are some factors that could be hurting your employees and profits:**

## **No Employee Recognition System**

Employees who feel valued are more productive, and they're more likely to stick around. This means lower turnover, and lower associated costs. Appreciative workplaces also create greater customer satisfaction through a chain reaction effect.

According to a [2013 Aberdeen Group study](#), only 14% of businesses had a satisfactory employee recognition system in place (1).

It's not enough just to encourage management and teams to show more appreciation for each other. You'll get much better results if you institutionalize the process and measure your results.

- **Tip: Start a peer-to-peer recognition program.** 41% of companies who do this experience significant measurable results in customer satisfaction levels through a chain reaction process. The vast majority realize higher employee motivation and morale as well.

### **How to begin:**

- Start by instructing managers and executives to provide very specific, helpful, positive, and handwritten feedback for team members. Anoint them as the ones who will lead by example.
- When an employee recognizes a peer, enter that peer into a raffle. One of the prizes can be a prime parking spot.
- Make a bulletin board for peer-to-peer recognition cards, and either reward the person with the most praise or enter them into a raffle.
- Most importantly, allow all employees to help design your peer-to-peer recognition program, as this leads to higher participation and a greater understanding of the purpose of the program. Allow everyone time to research similar programs first.

## **Employees Aren't Managing Their Own Time**

When employees feel like they're being treated like adults, they will, on average, produce more. Allowing employees to manage their own time is a great way to accomplish this.

People tend to be more creative and productive at certain points in the day. Some morning people will be more productive if they show up to the office earlier than the others. Others may experience peak performance after lunch, or even in the wee hours of the night. You can leverage this for happier employees and a bigger bottom line.

- **Tip: Allow employees to work remotely if possible.** The internet is maturing. Teams, and groups of teams, can stay in close contact, even if they are thousands of kilometres apart. A company called SurePayroll did a [productivity survey](#) and found that 2/3 of managers reported productivity increases from employees who worked remotely (2). Remote employees reported productivity boosts as well. The study also found that it saved a lot in overhead costs. A [CoSo Cloud study](#) reported 77% greater productivity from telecommuters (3). A high percentage normally report lower stress levels, too, according to a number of studies.
- **Tip: Offer a meditation/prayer room, a gym, and wellness hours for those who work onsite.** Wellness hours are breaks employees can take for healthy activities. They can stop what they're doing anytime and exercise, meditate in a serenity room, go rollerblading, or walk along a nearby riverbank. The company determines the total amount of time for wellness hours each week. Usually this is 2.5 or three hours. Companies with wellness policies and serenity rooms are usually very proud of this practice and boast lower stress levels and higher productivity. For employees who telecommute, you can encourage these same practices at home.

## Secrecy About Company Strategy & Goals

Employees shouldn't feel like isolated cogs in a machine, but integral parts of the whole. They need to know what the overall machine is doing and understand how they fit into it. This approach catalyzes a lot of creative ideas. It also deepens an employee's understanding of why they are doing particular tasks, and it allows them to spot ways to improve.

**Low trust is a major profit-killer.** Employees are much more likely to trust management and perform well if they know they are trusted with information about the company's strategy and long term goals. A [2013 Harvard Business Review survey](#) asked a number of questions about this (4). Roughly 70% of respondents said this is very important to them when responding to multiple questions on this topic. When employees feel trusted in this way, their trust in management skyrockets. It's a two-way street.

- **Tip: Avoid secret meetings.** Find reasons to include more employees in major strategy decisions. At the very least, fill them in on everything discussed.
- **Tip: Hold problem solving meetings.** Talk about weaknesses in the organization and encourage everyone to contribute their expertise and creativity. Give everyone a chance to identify problems and produce solutions. This will bring various teams and departments together and allow them demolish a lot more obstacles than any team can conquer alone.

## Bad Eating Habits

Many employees, especially those in remote industrial parks, have access only to vending machines when they need snacks. The nearest store or cafe could be far away. Even if it's not, some people will feel like there's only enough time to run over to the vending machine.

Furthermore, lower-paid workers may not have the money for high-quality, healthy snacks, even if they have time to run to the store.

The UK's Royal College of Surgeons studied workplace eating practices in 2016, and they released [dire warnings](#) in early 2017 (5). They discovered that **many people consume most of their sugar at work**. Most of all, they warned about “cake culture”, the practice of serving cakes and pastries at company meetings and on employees' birthdays.

### Snacking Facts:

- **90% of adults report multiple snacks throughout the day** in the USA. Of these, 7% snack all day without meals, according to a [2014 Hartman Group study](#) (6).
- **Bad eating habits cost workplaces a lot of money.** Consequences of a poor diet for individuals include low energy, lack of mental clarity, irritability, more instances of depression, greater overwhelm from everyday stress, lower creativity, and more frequent fatigue. All of them [lower productivity and profits](#) (7).
- **Obesity leads to more instances of insomnia and sleep apnea**, which ruin productivity at work and can lead to mistakes and accidents.
- **A New South Wales initiative called Get Healthy at Work estimated that small and medium-size companies with healthy employees save \$100,000 AUD over a five year period.**
- **Tip: Serve healthy snacks during meetings and birthday events.** We're not talking about a boring buffet of apple slices and bowls of plain old nuts. You can serve breakfast options like sweetcorn fritters with relish, pea and feta fritters, mixed fruit platters, or superfood muffins. Lunch options can include mini pulled pork sliders, rice paper rolls, quinoa falafels, and a creative variety of mixed salads with delectable and healthy dressing options. The right healthy menu could, in itself, make your next meeting an exciting event to look forward to.
- **Tip: Offer healthy snacks throughout each work day.** You can dispense them for free as an employee perk, or for an affordable price.
- **Tip: Provide microwaves, toasters, and blenders in kitchen areas, along with refrigerators for personal meals or snacks.** This will enable employees to be self-organised and take nutritious meals to work. Also encourage movement during break times by locating kitchen and refreshment areas at a distance from desks, and create a separate eating area away from the computer screen.

## Snack Proud Can Boost Employee Happiness & Profit

- **Snack Proud offers catering services for events/meetings/parties and affordable snack boxes** for the daily grind.

- **Our healthy eating options are employee tested by one of our corporate partners.** If our test company employees don't like the food, we will not serve it to yours. We're only satisfied when they are thrilled with the choices.
- **You can sell snacks, on-demand, at an affordable price** or offer them as a perk. Many of our snacks will only cost your company about \$2 AUD. A healthy employee will save your company much more than that.
- **A qualified dietician designs all of our snacks.**
- **Many of the snacks contain fibre, whole grains, superfoods, protein, chia seeds, healthy fats, and vegetables.**
- **We keep track of food allergies and religious dietary restrictions.**

Call to action here. If you offer samples, let that be known. Website or specific webpage. Geographic scope (Australia-only, New Zealand, etc). Phone number.

#### References:

1. <http://go.globoforce.com/rs/globoforce/images/AberdeenReportNovember2013.pdf>
2. <https://www.surepayroll.com/resources/blog/productivity-prohibitors-how-to-stop-them-in-their-tracks>
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