

Global Pension/Benefit Opportunity

Focus on employee appreciation and wellbeing set to soar

Current and Emerging Global Benefit Themes – Priorities for 2017



Multinationals are making steady progress in expanding their global benefits focus

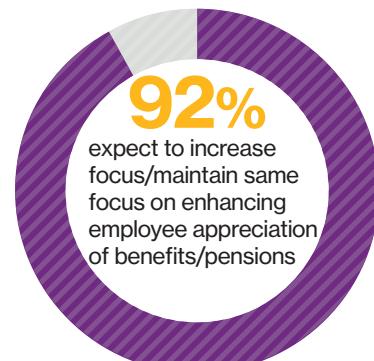
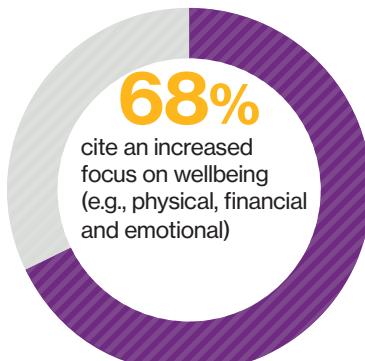
Half are well along in their journeys and are either **building on initial focuses or combining multiple focuses**



Harnessing experience
↑
Expanding focus
↑
Defining focus
↑
Getting started

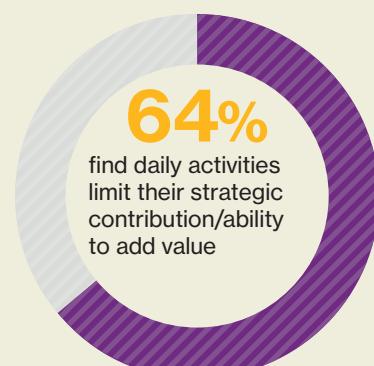
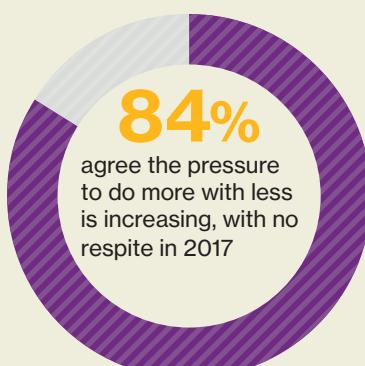
Employee wellbeing and appreciation contribute to a strong workforce

A strong global employee value proposition (EVP) engages employees and encourages loyalty and productivity. Employee benefits/pensions are key to EVP, particularly employee wellbeing and appreciation:



Obstacles exist...

Even so, corrosive costs and doing more with less are drags for many companies.



Strategy and efficiency, a powerful mix

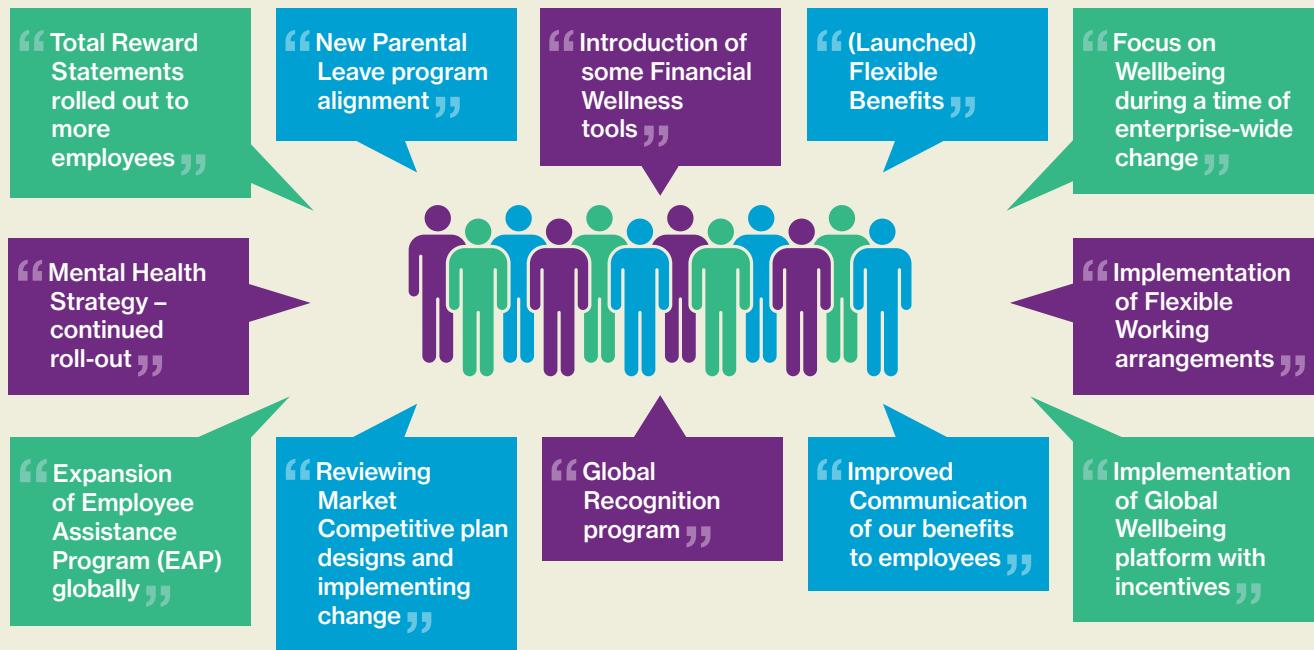
Few participants are both strategic and efficient. Only **12%** claim both in all six foundational areas of focus. There is particular opportunity in enhancing employee experience and appreciation.

1. Managing financial risk
2. Optimising insurable benefits
3. Enhancing employee experience and appreciation
4. Driving value from corporate transactions
5. Achieving desired level of control and oversight
6. Delivering sustainable business contribution



Where to build value

Techniques exist to help companies build value through focusing on employee appreciation and wellbeing. For example, key achievements in 2016 cited by survey participants include:



Based on results from our 2017 Current and Emerging Global Benefit Themes survey, conducted in September 2016.

About Willis Towers Watson

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