



# Grant Thornton Ireland

Embedding a culture of workplace wellbeing

# Meet our Team



**Dr. Sinead Brennan**  
Chief People Officer  
People & Culture



**Lorraine O'Carroll**  
Director  
People & Culture

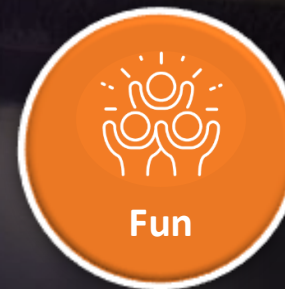


**Shane Keenan**  
HR Business Partner  
People & Culture

# About Grant Thornton

Grant Thornton Ireland is rapidly approaching 3,000 people, in 9 offices across Ireland, Isle of Man, Gibraltar and Bermuda. With a presence in over 149 countries around the world, we bring you the local knowledge, national expertise and global presence to help you and your business succeed – wherever you're located.

We deliver solutions to all business challenges. Clients choose us because the breadth of financial and business services they need is available, delivered innovatively and always to the highest standards. At Grant Thornton we are committed to long term relationships.





# Who are Grant Thornton

More than just the numbers

Our people are at the heart of everything we do



2,530 employees



9 Locations

Dublin | Kildare | Cork | Galway | Limerick  
Belfast | Gibraltar | Isle of Man | Bermuda



74 Nationalities



50% Female | 49% Male  
1% Non-Binary / Other



# Introducing BeWell



# Why invest in Wellbeing?

Highly engaged teams have **41%** lower absenteeism and **24%** lower turnover.

– *Gallup Study*

Workplace absenteeism costs Irish employers **€1.5 Billion** annually with **11 million** days lost, often linked to mental health issues, such as stress, anxiety and depression.

– *Healthy Ireland Survey*

**46%** employees reported increased stress and anxiety during Covid-19 remote working

– *McKinsey*

**83%** of workers in professional services experience stress at work, with **25%** citing mental health.

– *Deloitte Survey*

Companies with a strong wellness program experience a **21%** higher profitability.

– *SHRM*



# What we set out to do

## Embedding a culture of Wellbeing

- Foster a culture of Wellbeing
- Embed wellness across the Firm
- Holistic wellness approach
- Increase employee engagement and performance
- Leverage Technology for Inclusivity
- Align with the Business Strategy
- Commitment from Leadership Team



# How did we achieve our goal?

## Internal Collaboration



Senior Leadership



Sustainability



ED&I  
Embrace Teams



Employee Surveys  
& Focus Groups



People & Culture



# How did we achieve our goal?

## Events and Initiatives

- ✓ Introduction of Wellness Rooms
- ✓ Manager Support & Training
- ✓ Mental Health Awareness Programs
- ✓ Mental Health First Aid (MHFA) Champions
- ✓ Wellbeing Initiatives
- ✓ Health Programs
- ✓ Financial Workshops
- ✓ Introduction of new Policies



# Spotlight



#AnHourForYou

A person in a pink shirt and black pants is performing a yoga pose in a field of tall grass under a bright sky.

International  
Remote Working  
&  
Lifestyle Leave  
Policies

A white elephant sculpture decorated with green leaves and a purple eye, standing on a wooden platform.

Elephant in the  
Room



# Outcome





# The Journey Continues

## Eliminating barriers to employee wellbeing



New employee healthcare provider with dedicated Health Promotions Specialist



New canteen supplier - Healthy food options for employees



Partnership with Financial Wellbeanz  
Financial Wellbeing workshops, 1:1 mortgage and budgeting consultations



Medical workshops and advanced screening  
Cholesterol, Diabetes, Heartbeat, PSA & Moles Screening



Introduction of GT Library in all offices



Partnership with Family Carers Ireland

*Exploring  
suppliers through  
a wellbeing lens*

**101**  
*1:1 finance consultations*

**450+**  
*health screenings*

*Collaboration with  
employee created  
book clubs*

# Thank You