

# WORKPLACE FINANCIAL PROGRAMMES



**harmonics**  
FINANCIAL LIMITED

Attract | Retain | Transform



98% of employees want financial wellness programmes included in their benefits package.

**FINANCIAL WELLNESS SURVEY,**  
HARMONICS FINANCIAL,  
SEPTEMBER 2015.



## HARMONICS FINANCIAL

We are a financial advisory firm with over 25 years' experience in the financial services sector. Since 2010 we have helped corporate Ireland increase workplace productivity by focusing on their most important asset – their employees.

We deliver a range of workplace financial programmes designed to support companies in attracting and retaining high calibre employees.

All of our financial programmes are driven by your employee's and our unwavering commitment to their financial well-being is at the centre of our culture.



## THE RESEARCH

In April 2013, together with the University of Limerick, we conducted an extensive research project to find out exactly what employees want.

The findings of this report together with our own hands on experience helped us create six different **Workplace Financial Programmes** all tailored to support the attraction and retention of employees.

Again, in September 2014 we commissioned Amarach Consulting to carry out a research project into financial wellness in the workplace. The results of this research has further helped to shape our financial programmes to the needs of the marketplace.



**TRUSTED SOURCE FOR FINANCIAL ADVICE.**

## A SAMPLE OF COMPANIES WE'VE WORKED WITH



# WORKPLACE FINANCIAL PROGRAMMES



## Executive Financial Planning

Our executive financial planning programme is a bespoke financial planning service designed to support your key executives at each stage of their financial future.

## Employee Financial Support

The Employee Financial Support Programme provides your employees with an independent financial review and recommendations in all areas of their finances.

## Financial Awareness Seminars

Our on-site financial awareness seminars cover hundreds of different financial topics such as Money Management and Pensions and are tailored to the needs of employees.

## One to One Financial Clinics

Our one to one financial clinics give employees access to an expert for c. 20 minutes for any specific financial issues they need advice on.

## Financial Transition

Our financial transition programme supports employees going through redundancy by helping them make sense of the options available to them.

## MY|Money

Our online financial portal, My|Money helps employees avoid financial pitfalls in everyday life by giving them continuous online access to financial expertise.

\*Please see programme inserts accompanying this brochure for further information on each programme.



Each of our 6 financial programmes  
are tailored to the specific needs of  
your workplace.

**LIAM CROKE,**  
MANAGING DIRECTOR,  
HARMONICS FINANCIAL.



Harmonics Financial recently provided a financial programme for our employees. We were delighted with the overwhelmingly positive feedback.

**STEVEN JONES,**  
TRADING DIRECTOR,  
PREMIER FOODS IRELAND.

## FINANCIAL PROGRAMME DESIGN

Each of our 6 different financial programmes are tailored to the specific needs of your workplace through our 6 step process below.



### Step 1 – Discovery

You know your workforce best. So, we meet with you to discuss what your goals and objectives are i.e. attraction of staff, reduce turnover, increase productivity etc. We gather information on your existing demographic and identify what you feel the most pressing issues are.



### Step 2 – Assessment

We implement an on-line survey that allows employees assess their own economic situation and level of financial security. We ask them what areas they would most like included in a financial wellness programme and how they would like to receive this advice.



### Step 3 – Diagnosis

Employers are given a report of their employees' responses so they have a clear picture of the specific needs of their employees. Once results are correlated, a comprehensive strategy is developed to meet objectives and deliverables that address your workplace needs.



### Step 4 – Design

A customised plan for the year ahead is put in place. We identify particular demographic segments within the employee population i.e. Baby Boomers, Gen X and Y and target these segments with advice and instruction most relevant to their own requests, situations and profiles. Our design phase also includes a strategy to launch and promote the programme.



### Step 5 – Implement

We follow through on agreed plan and this often includes a combination of both digital and in-person solutions, ranging from onsite workshops, webinars, recurring newsletters/emails, web portal access, 121 clinics and seminars. We use a variety of communication channels to appeal to a wide range of employee preferences for receiving information/advice.



### Step 6 – Monitor

It's important that organisations get formal and informal feedback from employees on how well the programme is doing. Is it meeting and exceeding their needs? Recognising that employees' financial health can fluctuate over time will mean that offerings and programmes contents need to be adjusted accordingly.

## THE IMPACT OF FINANCIAL STRESS ON YOUR WORKPLACE

Attracting and retaining a talented, committed workforce is crucial for employers.

Our research shows that employees' attitudes to their financial wellbeing are correlated with their employment choices, their level of engagement and their commitment to their job.



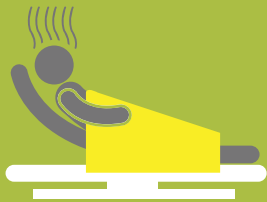
### REDUCED PRODUCTIVITY

Financially distressed employees spend **12 HOURS** per month dealing with money issues.



### EMPLOYEE TURNOVER

Financially stressed employees try and earn their way out of their financial problems through changing jobs.



### ABSENTEEISM

**9 SICK DAYS** per year because of financial issues.



### NO 1 CAUSE OF STRESS

Financial issues are the No 1 cause of stress among employees.



### HR DISTRACTIONS

10% of HR payroll is spent on dealing with financially distressed employees.



### REDUCED PROFITABILITY

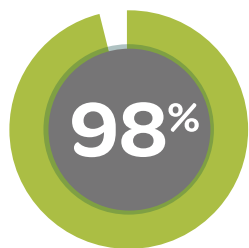
Companies with financially stressed employees experience reduced profits.



# HOW FINANCIAL WELLNESS PROGRAMMES CAN TRANSFORM YOUR WORKPLACE

Employers that include Financial Wellness Programmes in their benefits package gain a valuable competitive advantage.

## ATTRACT



### DEMAND

98% of candidates want financial wellness programmes included in their benefits package.



### RECRUITMENT

60% of HR Managers said an attractive benefits package is very important in recruiting and retaining high quality employees.

## RETAIN



### EMPLOYEE MORALE

71% of employees believe financial wellness programmes would improve their attitude to their employer.



### JOB SATISFACTION

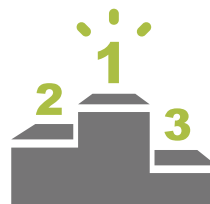
79% of employees believe financial wellness programmes would improve their overall satisfaction with their benefits package.

## TRANSFORM



### PROFITABILITY

Employers who provide financial wellness programmes have a 22% higher shareholding than average.



### COMPETITIVE EDGE

Employers who provide financial wellness programmes help to establish a competitive edge for their brand.



### GREAT PLACE TO WORK

Providing workplace financial programmes promotes your company as a great place to work.



### PRODUCTIVITY

Financially secure employees are 50% more productive than those who are not.





Harmonics are highly trusted partners and they provide invaluable benefits to our organisation. I am delighted to have them as our financial advisory partner.

**SUZANNE JEFFEREY,**  
HR DIRECTOR,  
ACCENTURE.

## CONTACT INFO

### LIMERICK:

Mary Rosse Centre, Holland Road,  
National Technology Park, Limerick.



+353 (0)61 339726

### DUBLIN:

IMI, Sandyford Road, Dublin 16.



[info@harmonicsfinancial.ie](mailto:info@harmonicsfinancial.ie)

### CORK:

NSC Campus, Loughmahon Technology  
Park, Mahon, Cork.



[www.harmonicsfinancial.ie](http://www.harmonicsfinancial.ie)

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Harmonics Financial Ltd., Registered Office Mary Rosse Centre, Holland Road,  
National Technology Park, Limerick.

**Directors:** Liam Croke QFA, BBA LIAM; John Fitzgerald

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