



WORKPLACE RE-ENGAGEMENT

Supporting employees in every step back to the office



A thoughtful transition back to in-person work requires more than just physical space. It's about creating an environment where employees feel supported, engaged and inspired to thrive.

That's where Optum can help.

We bring holistic expertise in workplace well-being – designing dynamic fitness and wellness spaces, delivering healthy programs and supporting community activities. Our integrated solutions transform the return-to-office requirement into an opportunity to build thriving teams and healthier workplaces.

Our tailored approach helps employers and property owners:



Boost engagement: Create workplaces employees want to return to



Support well-being: Promote physical, mental and emotional health



Build community: Design spaces that foster connection and teamwork



Increase enthusiasm: Strengthen culture and reduce employee turnover



Deliver ROI: Improve productivity while lowering health-related costs



Add value: Elevate property appeal with wellness-focused amenities

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Why returning to the office isn't always simple

Returning to the office isn't always straightforward – it's a journey that requires intention, empathy and innovation. Organizations and property owners often face:

- Low employee motivation to return
- Rising stress and burnout levels
- Gaps in workplace flexibility and culture
- Outdated spaces that don't support well-being
- Difficulty fostering collaboration in hybrid teams
- Increased health and safety expectations
- Retention risks tied to employee dissatisfaction
- Pressure to demonstrate ROI on workplace investments

Our RTO approach

Optum's integrated suite of wellness solutions brings together a range of services to ensure every aspect of the return-to-office experience is covered.



Design and development

We create inspiring fitness and wellness spaces that boost engagement, productivity and collaboration.



Fitness center management

Our experts manage every detail of your on-site fitness center and deliver engaging experiences for all employees.



Promoting health and building community

Our specialist drive participation in all wellness programs and deliver exciting on-site events – healthy happy hours, mindfulness sessions – to build community across the workplace.



Supporting inclusion and mental health

We promote inclusivity, deliver Mental Health First Aid training and provide dedicated support for mental health, helping employees manage stress, build resilience and thrive.

Why partner with Optum for your RTO strategy?

We apply industry best practices to ensure successful implementation and sustained employee engagement in wellness programming

- **Proven expertise:** 30+ years building healthier workplaces
- **Cost savings:** Access competitive pricing through our trusted providers
- **Flexible delivery:** Options to fit your timeline, company size and budget
- **Seamless management:** End-to-end project planning and launch support
- **Ongoing support:** Continuous program optimization and improvement
- **Tailored solutions:** Designed for both hybrid and on-site teams

The case for well-being in the return-to-office era

78%

of firms now require employees to be in the office 3 or 4 days per week.

Flex Report Q2 2025

65%

of employers noted that their health and well-being strategy plays an “integral role in workforce strategy,” up from 42% in prior years.

2024 Large Employers’ Health Care Strategy & Plan Design Survey, Business Group on Health.

52%

of U.S. companies offer wellness programs, and 76% are investing more in stress management and resilience resources as of 2023.

Business Group on Health.

\$1tn

Globally, an estimated 12 billion working days are lost every year to depression and anxiety at a cost of \$1 trillion U.S. dollars per year in lost productivity.

World Health Organization

Ready to bring your RTO strategy to life?

Schedule a discovery call

Optum

www.plusoneworkplacewellbeing.com

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