



Webbs Quality Of Life Model©

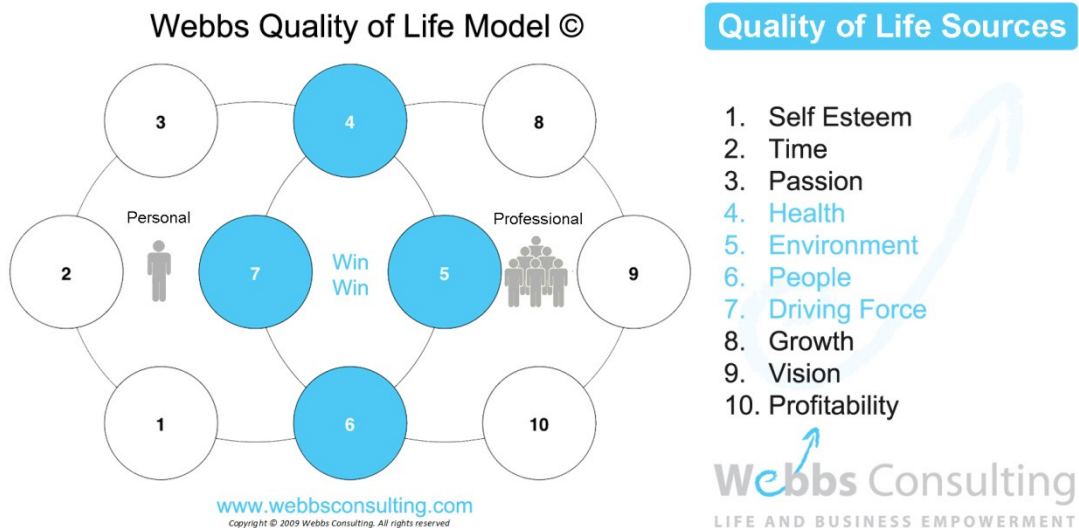
An approach to life - personal and professional

"Tomorrow's successful companies are those that recognize the link between the individuals quality of life and the company's profitability." /Pia Webb

Webbs Consulting, argues that quality of life creates increased profitability for companies and organisations. What does Webbs Consulting believe quality of life is for an individual and for an organisation? Webbs Consulting's business model, Webbs quality-of-life model©, answers the question and is today the foundation of the business.

What is quality of life?

Webbs Consulting's founder, Pia Webb, has identified the individual's quality of life sources as; 1) Self-esteem, 2) Time, 3) Passion, and "win-win" sources (individual and organisation) as 4) Health, 5) Environment, 6) People, 7) Driving force and the organisation's quality of life sources as 8) Growth, 9) Vision and 10) Profitability.



Description of the 10 quality-of-life sources

1) Self-esteem

Happy within yourself, stand up for your values, thoughts and ideas, follow your inner feelings.

2) Time

Time to feel good! Reflect on your own time and make conscious decisions. Prioritize time with your loved ones. Time-management. Working efficiently to make time to recharge batteries and have time for what really matters in life.

3) Passion

Get a chance to live (find) your passion in life, interests, hobbies, jobs, dream.

4) Health

Organisation/Professional: Take responsibility for your own health; by eating healthy, exercising regularly, sleeping properly. You work proactively against negative stress and burnout as well as possible alcohol and drug problems.

Individual/Personal: Same as above, but reflect on it out of a private perspective.

5) Environment

Organisation/Professional: You want to go to work! You know what is expected from you, clear tasks, responsibilities, goals. You get feedback, constructive criticism and are offered skills development. You thrive in the work environment, premises, interior design, ergonomics. The company has an environmentally friendly policy.

Individual/Personal: You want to come home! Same as above but reflect on it out of a private perspective.

6) People

Organisation/Professional: You feel connected to the group. Teambuilding is important to you. You talk openly about one another's strengths and weaknesses and use this as a tool to increase efficiency and job satisfaction i.e. you use employees' skills in the right way. You organise activities and employee satisfaction surveys regularly. Everyone knows what the company's mission is and what the employees role is to achieve this. The management team is actively working with internal marketing and is visible in the organization.

Individual/Personal: You feel close to your loved ones. Family is important to you. Same as above, but reflect on it out of a private perspective.

7) Driving force

Organisation/Professional: You identify every employees driving forces, i.e. what really motivates them and you then look at the possibility to apply these in their current position/future position. E.g. It's not always successful to offer a top-seller a position as a sales manager, whose driving force probably was the kick of selling, not administration and taking care of staff.

Individual/Personal: Same as above, but reflect on it out of a private perspective.

8) Growth

You develop the company's products / services based on customer needs. You identify what is needed for that growth to be realized, e.g. with help from customer surveys, competitive analysis.

9) Vision

You make sure the company has a clear vision. A vision creates security for the company and staff – focus - what is the long-term goal? Based on the planned route you write your business plan – where is the company today, where do you want it to be and how will you get it there? Followed by monitoring.

10) Profitability

You identify how the operations can be streamlined to increase profitability. E.g. are the products / services correctly priced, will you consolidate unprofitable products / services? Webbs Consulting argues that the greatest opportunity to increase profitability is by investing in all Webbs quality-of-life sources.

Improved quality of life = Increased profitability

If one wishes to cost-effectively increase the profitability of a company, it is necessary to understand the importance of investing in all quality of life sources out of the Webbs quality-of-life model ©. Webbs hypothesis is that the better each quality of life source works, the higher the profitability companies should achieve and, indirectly, quality of life for the company and its staff will be improved. In other words, for example, if an employee has poor self-esteem (1) Webbs Consulting argues that this has a negative impact on the company's profitability.

Gallup research

Webbs Consulting's hypothesis is strengthened by the Gallup survey conducted on the 300,000 most successful companies worldwide. The results show that 50-60% of employees do not do their best at work and a total of 65 - 80% of employees are doing a lot less and feel much more sluggish in their work than they could be. It also argues that if all employees performed at the peak of their abilities and also felt joy, the effect would be 70% higher customer satisfaction and increased profits in the company of 40%.

Source: Follow this path. C. Coffman & G.Gonzalez-Molina.

The history Webbs quality-of-life-model©

The thought that employees quality of life is associated with the company's profitability, has been something that the founder Pia Webb always considered to be obvious. But it was not until 2006 that the feeling of doing something about it began. When Pia and her husband tragically lost their first-born daughter, in May 2006, the seed of Webbs Consulting's business model was sewn. It all began with the sentence she wrote in her diary, four days after the loss - "I want all people to live the life they deserve, filled with love, happiness and success."

The founder, Pia Webb's words

"I felt very strongly to set up a business with a focus on quality of life. The foundation for Webbs Consulting's business model was documented a day at the kitchen table, when I had just dropped off the kids at preschool. I sat down at our dinner table with a green paper and a pen and began writing and drawing. During the creation of the business model, my private and professional experiences in life had a strong impact. The main personal experience consisted of sadness of losing our child and the negative stress that I had been through, which led to a small burnout, and the professional experiences of turning companies around as a general manager and CEO within IT and telecommunications industry. The business model was named Webbs quality-of-life model© and is today the foundation for Webbs Consulting.

Sample of Testimonials

"Pia bases her model on the experience that she has drawn as a successful business leader in a stressful world. The knowledge Pia mediates is based on her personal experiences which makes it all so real and honest. The message is simple to understand and absorb. It gives you keys and plans for direct individual action, both privately and professionally. Ingenious! 10/10" Claes Grönberg / CEO, Österåkers Golf Club Ltd, Sweden

About Webbs Consulting

Webbs Consulting's mission is to provide a comprehensive view of personal development, leadership and business development that cost-effectively leads to sustainable profitability and quality of life improvements for companies and employees. Pia Webb's developed business model, Webbs quality-of-life model©, is the foundation of the business.

Be inspired - visit www.webbsconsulting.co.uk