



# Creating better workplaces

The Human Advantage with HumanOS & Salt

**Great workplaces don't happen by chance; they're designed.**

From small daily habits to strategic initiatives, the way we support teams shapes productivity, engagement and well-being.

Salt and HumanOS explore how organisations are creating environments where people and business, can thrive.





# Introduction

As organisations navigate a rapidly evolving world of work, talent strategy can no longer stop at hiring. The most successful businesses are those that invest in how people perform, grow and stay. That's why Salt has partnered with HumanOS. To explore what truly makes workplaces better and how companies can build cultures of sustainable high performance.

Salt's work connecting top talent with leading brands has shown that recruitment is only one part of the equation. Retention, engagement and wellbeing are equally vital to long-term success. HumanOS complements this perspective with a data-led, human-first platform that helps organisations support diverse teams, enhance culture and deliver measurable results.

Together, we're examining how the intersection of talent, culture and wellbeing is reshaping business performance in 2025 and beyond – moving the conversation from “how do we hire great people?” to “how do we help great people thrive?”

## HumanOS Key metrics:

- Engagement rates are 60% higher than average corporate wellbeing solutions.
- 12.8% increase in job satisfaction and 30% reduction in sick days for client organisations.
- 21% improvement in physical activity markers and over 15% increase in overall mental health.

*A better workplace is one that is built with intention.*

Bianca Errigo, Founder & Director of Wellbeing, HumanOS





# Message from our CEO, Elliot Dell,

As CEO of Salt Solutions Group, I've spent over two decades building teams and businesses that thrive where people, data, and purpose meet. At Salt, our mission of Creating Futures goes beyond recruitment – It's about helping organisations design workplaces where people feel energised, connected, and fulfilled.

Our partnership with HumanOS reflects that belief. Exceptional performance isn't driven by process alone, it's shaped by environments that balance structure with humanity. Through my experience in business and as a life and neuroscience coach, I've seen how wellbeing, mindset, and leadership behaviours directly drive results.

“When people feel safe, supported, and aligned to a shared vision, culture stops being a concept and becomes a lived reality.”

My coaching with executives, entrepreneurs, and leadership teams follows the same philosophy: sustainable success stems from self-awareness, emotional resilience, and intentional design.

Together with HumanOS, we're helping organisations move beyond hiring talent to truly enabling it.

“Creating cultures where people perform at their best, grow with purpose, and lead with authenticity.”

*Elliot Dell. CEO*



## The HumanOS Approach

HumanOS provides an integrated solution for health, wellbeing, and performance. Key features include:

### Comprehensive Platform:

All support delivered in a single, user-friendly app.

### Data-Driven Insights:

Behavioural analytics and monthly reports allow businesses to measure and optimise wellbeing initiatives.

### Expert Coaching:

World-class coaches deliver an 85% success rate in achieving measurable goals.

### Cultural Change Support:

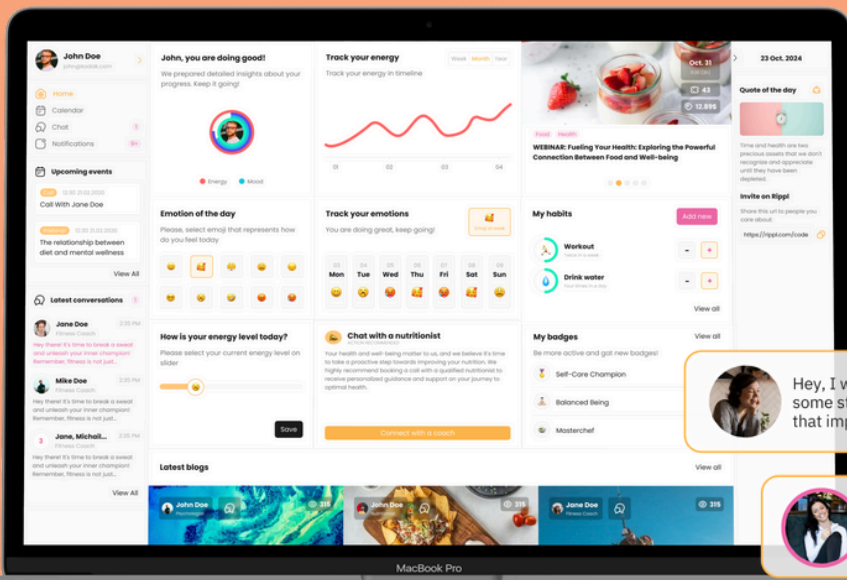
Guidance for leaders navigating organisational change and maintaining competitive edge.

### Affordable Pricing:

Starting from £4.99 per employee per month.

The approach is grounded in evidence-based psychology, with engagement driven by three human needs: autonomy, mastery and connection. Managers play a pivotal role in enabling these needs, providing clarity, balanced workloads and growth opportunities.

[humanos.co.uk](https://humanos.co.uk)



Hey, I was hoping to get some support with some struggles I'm having at home right now that impacts my work. Can we talk?

Sure thing, let's set up time later today to have a really good chat – how is 6pm?





# What makes a workplace truly 'Better'?

HumanOS research indicates that engagement is grounded in three fundamental human needs:

**Autonomy**

**Mastery**

**Connection**

When people feel powerless, stuck, or isolated, disengagement is inevitable. And the best workplaces are built with intention, not perks.

"A better workplace is built with **intention**. The mistake I see repeated is confusing optics with outcomes. Perks can make an organisation look progressive, but if the culture still rewards presenteeism, poor management, unhealthy conflict and a lack of boundaries, nothing really changes."

— Bianca Errigo

## The opportunity is enormous

Research presented at Davos this year by the McKinsey Health Institute and the World Economic Forum showed that investing in workforce health could create **US\$11.7 trillion in global value**. The largest share of that comes not from reducing absence, but from tackling presenteeism, the hidden cost when people are physically present but emotionally and cognitively depleted. Presenteeism drains energy, creativity and long-term output.

"Real progress comes when leaders reshape the norms of behaviour and expectation: creating an equitable workforce, redefining how time is used, improving the quality of communication, embedding recovery and developing managers effectively."



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# The biggest barriers to team performance

HumanOS identifies three critical barriers preventing teams from performing at their best:

## Psychological safety

**“If people don’t feel safe to speak up, make mistakes, or challenge constructively, performance flatlines.”**

Google’s Project Aristotle showed that psychological safety is the strongest predictor of team success, stronger than skill, tenure or resources. Yet it remains one of the most overlooked capabilities in organisations today.

## Communication

**“Leaders often broadcast rather than listen.”**

In reality, lived experience differs by gender, race, disability, socioeconomic status or caring responsibilities. If those differences are not recognised, policies risk widening the very gaps they claim to close.

## Intersectionality

**“Too many wellbeing and performance strategies treat employees as one group.”**

In reality, lived experience differs by gender, race, disability, socioeconomic status or caring responsibilities. If those differences are not recognised, policies risk widening the very gaps they claim to close.



# Why disengagement remains high

**Despite progress, disengagement persists across industries.**

“Underpinning all of this is the fact that most work systems are outdated. They were designed for the industrial revolution, built on hours, presence and linear processes, not for the technological revolution we are living in now. Today’s challenges demand flexibility, adaptability and the intelligent use of energy. Yet many organisations are still running on models optimised for factories, not knowledge, creativity or collaboration.”

**Globally, only 23% of employees are engaged at work.**  
(Gallup, 2025)

“People aren’t disengaged because they lack ambition,” Bianca adds. “They’re disengaged because the environment doesn’t allow them to bring their best.”



# Culture and the Employee Value Proposition

Employee Value Proposition (EVP) can be seen through seven pillars: Brand & Purpose, Culture, Environment, Monetary, Prospects, Relationships and Wellbeing.

“Culture is what gets rewarded and what gets punished. Pay attention to that — it tells you everything you need to know.”  
— Bianca Errigo



## How to use employer branding in recruitment to attract top talent

The impact of a strong employer brand is crystal clear. Companies with well-crafted employer brands enjoy a 50% boost in qualified applicants and manage to reduce turnover rates by 28%.

[> Read More](#)

## Why company culture matters when hiring (it's more than just pizza parties)

Culture is more than a poster on the wall or a catchy mission statement. It's the day-to-day reality of how work happens. A healthy culture requires intention, care and consistent effort.

[> Read More](#)



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# Nathan Andres

**Nathan Andres has a principled methodology — REAL. He is an HR practitioner, wellbeing leader, coach, author and global keynote speaker.**

In an interview with Salt, Nathan gives advice on how to build resilience and authenticity the REAL way.

Wellbeing activism is about bringing factual information into companies about wellbeing and mental health and helping companies and leaders then lean into that discomfort about the realities of their own workforce, in order to drive positive change, as well as gains in employee wellbeing and higher productivity and engagement in the company.

### **Take back control**

When we learn resilience is ultimately about taking back the control from a hard thing or adversity, obstacle or difficult event, we can use what we know to then bounce beyond it.

### **Be clear on your values**

I encourage people to do the work and get super clear on who you are and what your values are and how those values help inform your life, mission and purpose. We can use those as a North Star to really guide us to do the things we need to do and help make the decisions we need to make in our life.

### **Lead by example**

Leaders, particularly at C-Suite level, need to look at how they're building culture and what cultural elements are tied directly to wellbeing, mental health and workplace engagement.

[Read the full interview](#)





# The shifting workforce landscape

**Across generations, expectations are evolving:**

**Presenteeism** costs the UK economy £26–29bn annually (Deloitte).

**Lack of intersectionality** continues to undermine inclusion and well-being.

**Work design debt** leads to too many meetings, context switching and digital noise erodes focus and energy.

“Gen Z, meanwhile, won’t tolerate outdated systems,” HumanOS advise. “They expect purpose, balance and autonomy from day one. That’s a good thing, they’re holding us all to a higher standard.”



## How to successfully manage a multi-generational workforce

Organisations that recognise and leverage the age diversity of their employees will gain significant advantages now – and in the future.

[> Read More](#)



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## Bianca Errigo

**Bianca Errigo is a global speaker, wellbeing expert and founder of HumanOS.**

With a BSc in Psychology, over 12,000 hours of coaching experience and a background in corporate sales, she brings a unique blend of science, strategy and storytelling to her work.

She delivers high-impact talks for some of the world's leading events, organisations and universities. Bianca has delivered high-impact keynotes and masterclasses for more than 50 leading global organisations across multiple sectors, including finance, technology, legal, healthcare and manufacturing. From boardrooms to company-wide keynotes, she is recognised for blending research, storytelling and practical strategies that drive lasting change.

### **Can you share one real-world example of HumanOS making a difference?**

One organisation we worked with had been through a major restructure. Morale was low, stress levels were high and absence rates were climbing. Within six months of introducing HumanOS, sick days had dropped by almost a third and job satisfaction had risen by almost 16%. The numbers told a clear story, but what struck me most were the comments from the people themselves. They said they felt supported, they had tools they could use every day and they could see the culture starting to shift in a more positive direction.

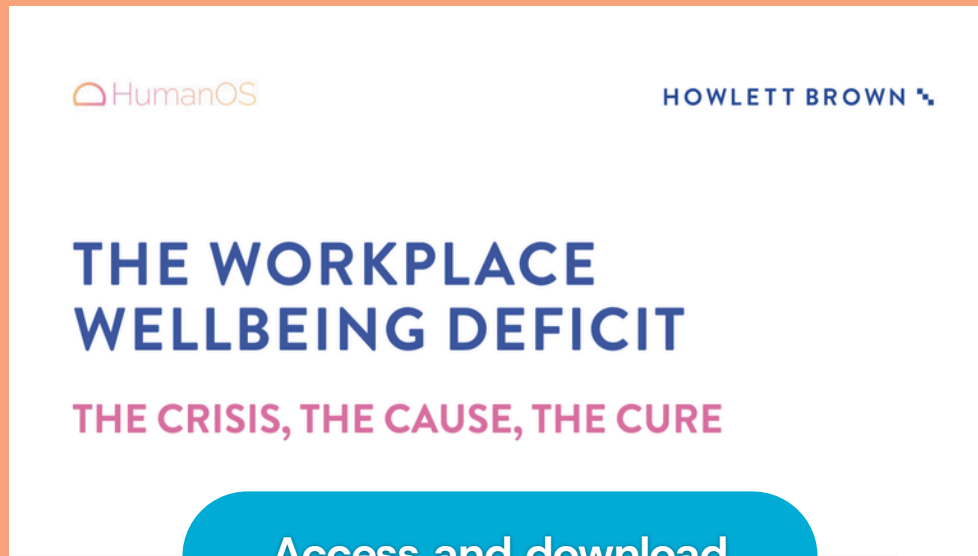
### **But my favourite stories are the ones at the individual level**

The middle-aged man who had never spoken about his feelings, now engaging in therapy and saying he feels happier than he ever has. The young woman who had always struggled with her weight, now confident in her wedding dress after finally finding a sustainable nutrition programme. The caregiver who learned to set boundaries and discovered a healthier work-life rhythm for themselves and their family. The graduate working with a financial coach to plan for their first home. The top performer who finally secured the managerial role they wanted after working with a development coach on their communication.

These moments matter. Whether the business realises it or not, when their people feel seen, supported and developed, they bring more energy, motivation, kindness and patience into their work. Those qualities ripple through teams. They lift performance. And that is what makes a high-performing workplace.

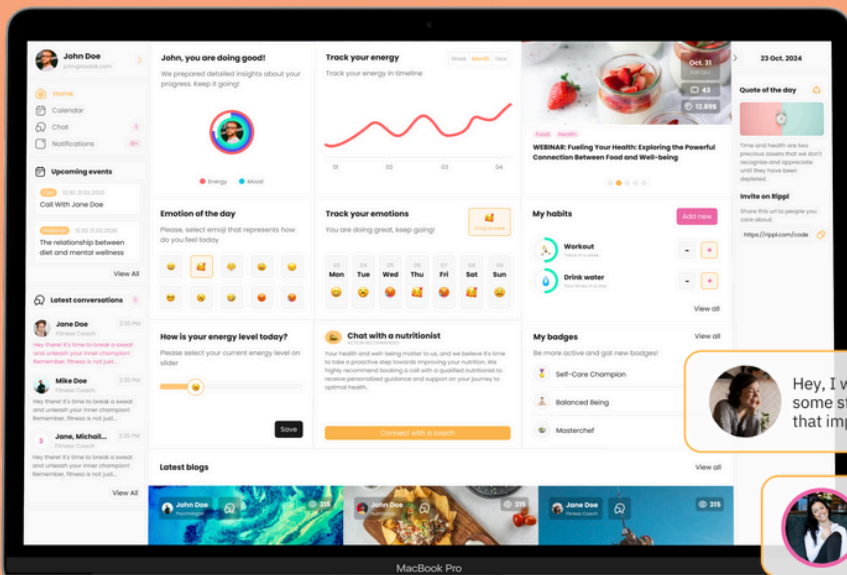



## Download the Workplace Welbeing Deficit Report




Access and download

[humanos.co.uk](https://humanos.co.uk)



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## Workforce strategies that are built around you

Finding great talent is just the beginning. We partner with businesses looking to drive workforce strategies to the next level. From attraction and retention to workforce planning, DEI, multi-hire campaigns, psychometric assessments, employer branding and ongoing after-placement support, we help future-proof your team with flexible, embedded or ad-hoc solutions.

Get in touch





# Conclusion

## HumanOS and Salt share a common belief:

People and performance are inseparable.

The organisations that thrive in 2026 and beyond will be those that invest in culture, well-being and leadership capability with the same focus they bring to growth and innovation.

[humanos.co.uk](https://humanos.co.uk) | [welovesalt.com](https://welovesalt.com)

