

BUILDING A RESILIENT WORKFORCE

*Proactive Approaches to
Employee Mental Health &
Well-being*

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ILR CAHRS



CONTEXT

Moment that matters:
Leverage the growing
recognition into quick
results and sustainable
impact



AGENDA

Please send us your questions through the chat box

1 BACKGROUND

Research process and current trends

2 KEY FINDINGS

- A. **“Big bang”**: Opportunities for quick impact
 - B. **“Small steps”**: Long-term challenges
-

3 OUR RECOMMENDATIONS

- A. **“3P framework”** for success
 - B. Best practices
-

RESEARCH PROCESS

Q: How have well-being benefits evolved
in response to employee expectations?

23 CAHRS partners companies

33 Global HR leaders

8 Questions

3 Months



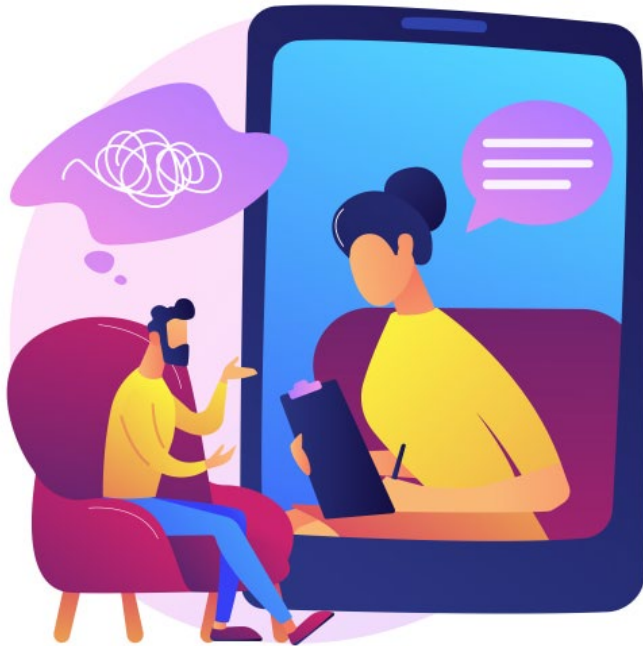
WELL-BEING TRENDS 2022



1. Greater employer responsibility: Well-being beyond the workplace
2. Holistic approach, not stand-alone interventions
3. Proactive, not reactive strategy
4. Towards cultural and structural change

OPPORTUNITIES

#1 INNOVATIVE VENDORS

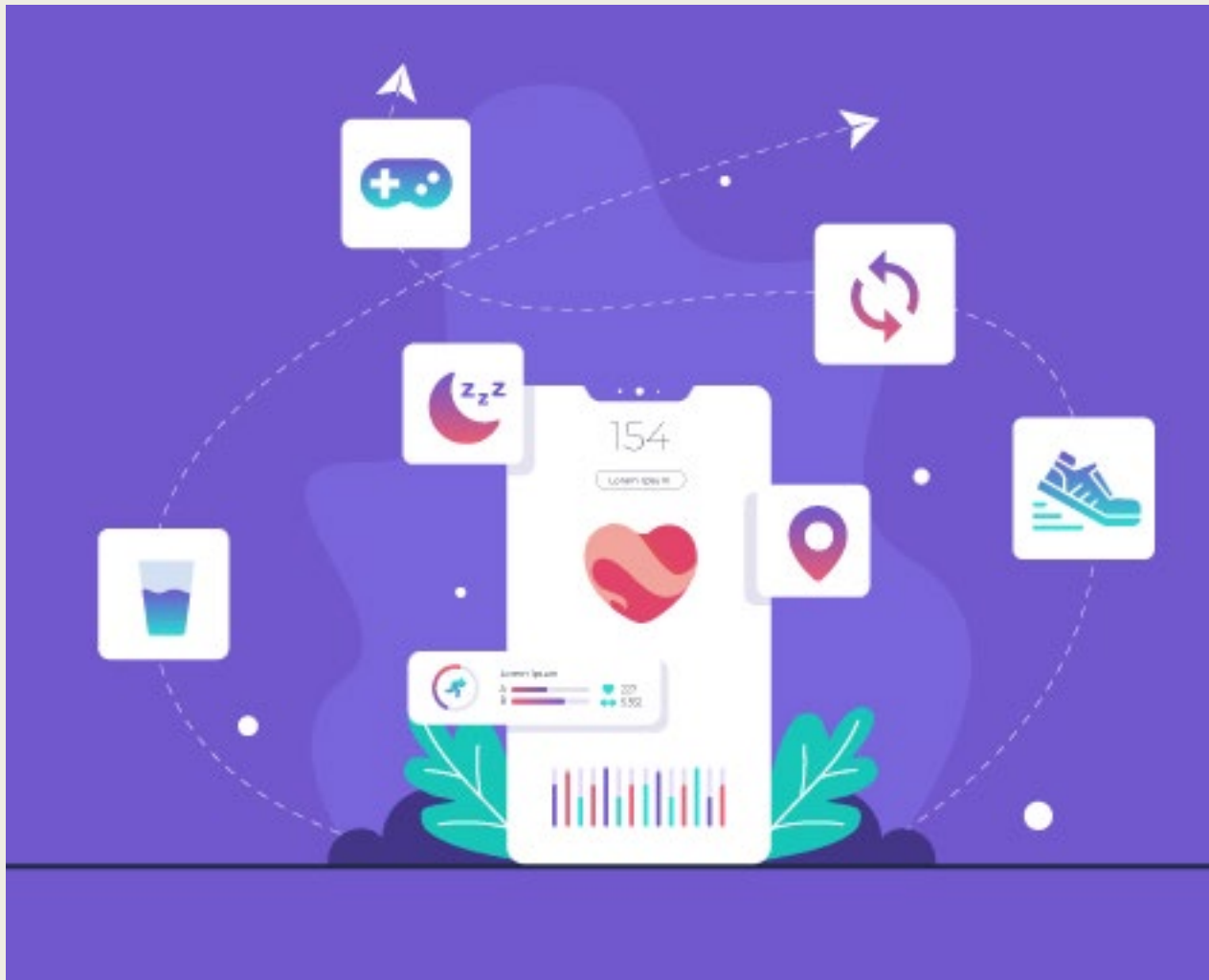


#2 UNIQUE NEEDS AND SITUATIONS



#3 MITIGATING STIGMA





#1

INNOVATIVE VENDORS: Too much choice?

- **Uncertain ROI**
- **Overlap of offerings**
- **Vetting process**
- **Data privacy concerns**

#2

UNIQUE EMPLOYEE NEEDS:

**Does the existing
80/20 benefits
model still work?**

- Not a one-size-fits all approach
- Age, region, and culture
- Frontline vs. corporate needs



80% | 20%

#3

REDUCING STIGMA: It's okay to **not** be okay



- Affects willingness to use available resources
- Drives presenteeism and turnover
- Low sense of support

QUESTIONS?

Please post your questions
in the chat box.



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LONG TERM CHALLENGES

What's keeping HR leaders up at night?

1

Expanding
access

2

Increasing
awareness

3

Measuring
success

#1

EXPANDING ACCESS

Increasing resources does not
guarantee access to treatment

- Treatment options not timely or cost-effective
- Scarcity of providers
- Work design barriers



#2

INCREASING AWARENESS

Greater accessibility and navigational ease of information

- Plateau in participation and resource utilization
- Rising digital overload and survey fatigue



#3

MEASURING “SUCCESS”

No magic metric so far

- Broad definition of wellness
- Differing approaches and measurement strategies



QUESTIONS?

Please post your questions
in the chat box.



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3P'S OF PROACTIVE PROGRAMMING

PREVENTION | PERSONALIZATION | PROMOTION



PREVENTION



PREVENTION STRATEGY

Advanced checklist for well-being managers

1

Business priority

2

Clear ownership and accountability mechanisms

3

Leadership advocacy

4

Sustainable work flows

5

Improved access to resources



PERSONALIZATION

PERSONALIZATION STRATEGY

Advanced checklist for well-being managers

1

Not a one-size-fits-all approach

2

Remove barriers

3

Cultural relevance

4

Cross-functional effort

5

Promote psychological safety

PROMOTION



PROMOTION STRATEGY

Advanced checklist for well-being managers

1

Targeted stigma-reduction

2

Multi-modal communication

3

Engaging content

4

Empower managers

5

Creative incentives

CONCLUSION



THANK YOU!

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THANK YOU TO OUR PARTICIPATING COMPANIES!



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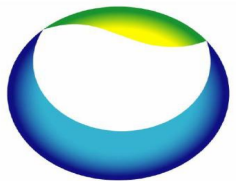


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