



Implementing a Mental Health Program Within Your Organization

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The Presenters



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Mental Health Crisis

Confluence of a perfect storm for mental health issues in organizations

- Covid-19 pandemic
 - Isolation
 - Changes in ways of working
 - Increased unemployment
 - Family structure
 - Financial uncertainty
- Racial injustice
 - George Floyd's death
 - Concerns about police actions
 - Racial inequality
 - Protests & violence

Why is This Part of Our Webinar?

- Not your father's I-O
- Not your mother's HR
- Mental health & exiting the pandemic
- I-O & HR on the front line of economic recovery

What is Mental Health?

- Being mentally healthy exists if a person is able to:
 - Have positive feelings about themselves
 - Have positive feelings and interactions with others
 - Meet demands of life cognitively and emotionally
 - Make choices/decisions
 - Handle stress

Absence of Mental health

- There is an absence of mental health when there are:
 - Emotional & behavioral problems
 - Interfere with successful functioning
 - Cause distress

Consequences of Mental Health Issues

- Depression affects 264 million worldwide
- Excessive workplace stress causes 120,000 deaths a year
 - Causes \$120 billion in healthcare costs (5% of national health care spending)
- People with severe mental health issues die 10-20 years earlier than general public
- Prior to the pandemic, approx. 20 % of Americans had symptoms of depression or anxiety
 - Estimated number has now tripled

Everyone is Affected

- Serious trauma
 - Cuts across all stages of life
 - Every socioeconomic level
 - Every race, religion & ethnicity
- Impact is different but all negative effects – psychological distress
 - Anxiety, depression, anger, hopelessness, PTSD, rage, aggression, substance abuse and abuse

Professional Help

- Coping strategies helpful but not enough
 - Yoga
 - Mindfulness
 - Tai Chi
 - Relaxation
- Professional help needed for effective treatment for mental health issues

Creating a Mental Health Culture at Work

- Requires considerable time & planning
 - Bring mental health to the forefront of all activities
 - Examination of mental health implications for employees

How to Develop a Program

- CEO buy-in
- Mental health champion
- Mental health committee
- Organization's policy statement
 - Insurance & sick leave policy
 - Confidentiality
- Eliminating the stigma

Key Elements of a Program

- Examination of conditions that contribute to mental health issues
 - Workload
 - Scheduling
 - Communication
 - Leadership style
- Publicity of program
 - Company newsletter
 - Meetings
- Establishment of annual mental health day
 - Discussions
 - Presentations
 - Publications

Key Elements of a Program (con't)

- Procedures for monitoring stress & depression levels
- Awareness & availability of mental health officials
 - Medical offices
 - EAPs
 - Outside referrals
- Onboarding & Training

Key Elements of a Program (con't)

- Qualified Trained People Reaching Employees with Mental Health Issues
 - Resistance and Denial
 - Manager does not diagnose
 - Manager assess performance
 - Confronts on performance
 - Choice of discipline or accepting referral

Special Mental Health Needs of Black Employees

- Difference in COVID-19 death rate
- Trauma from racist incidences
- Recognition by mental health workers

Addressing Mental Health at Work

- Huge cost savings
 - World Health Organization - poor mental health costs global economy \$1 trillion annually in lost productivity
 - Johnson & Johnson - saved \$8.5 million annually from 1995 to 1999 after integrating health and wellness programs
 - In 2003, IBM - \$500,000 savings post implementation of IBM's Care Advocacy Model
 - McDonnell Douglas – a return of \$4 for every \$1 invested
 - Deloitte study - median annual return on investment of \$1.62 for every dollar spent

What I-O & HR Can Do

- Educate yourself
- Start the conversation
- Design a model that fits your organization
- For more information, contact:
 - Walter Reichman, Walter.Reichman@orgvitality.com
 - Vicki Alcott, Vicki.Alcott@orgvitality.com

Thursday, September 10th (all times EDT)

- 11:00-11:30 Managing People In 2021 and Beyond
- 11:45-12:45 Creating Impactful Diversity and Inclusion Programs
- 1:00-1:30 Implementing a Mental Health Program in your Organization
- 2:00-2:30 **Leveraging Employee Confidence During Economic Downturns**
- 2:45-3:15 **It's Time for a New Playbook: Leadership Lessons for COVID-19 Recovery**
- 3:30-4:00 **Delivering Feedback that Inspires and Motivates your Remote Team**
- 4:30-5:00 **What the Heck Are Your Employees Thinking These Days – And Why You Need to Care**

Friday, September 11th (all times EDT)

- 11:00-11:30 **Re-Onboarding a Pandemic Workforce**
- 12:00-12:45 **What? An Agile Performance Management Upgrade?
An Employee-Led Hack at PepsiCo**
- 1:00-1:30 **How to Build the Anti-Racist Organization**
- 2:00-2:30 **Listening During Times Of Crisis**
- 3:00-4:00 **Crafting The Executive Message In Today's Survey Results**

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- Employee Well-Being
- Readiness to Return
- Re-onboarding
- Workplace safety
- Work Processes
- Virtual Teams
- Anti-Racist Survey
- And more

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Connecting Employees and Organizations

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We can help.



Surveys

- Strategic Employee Surveys
- Pulse/Continuous Listening
- Lifecycle
- 180 and 360 assessments
- Internal Customer Experience

AI-Driven Action Tools

- Action Prioritization
- Nudges
- Comment Analysis

