

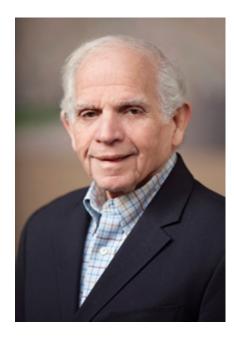
Implementing a Mental Health Program Within Your Organization

September, 2020



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

Conference Line-Up

Register at 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
	12:00-12:45 1:00-1:30 2:00-2:30

Free survey suite available at OrgVitality.com

A full line of free pulse surveys designed by OrgVitality consultants to help employees and organizations through the universal challenges of 2020 including:

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



Connecting Employees and Organizations

At OrgVitality, we are experts in designing projects that are linked to **strategy**, generate useful **insight**, and drive positive **action**. Now, more than ever, organizations need to listen to and learn from their employees.

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

