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:
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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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- Readiness to Return
- Re-onboarding
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- Work Processes
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- And more

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