



7th Annual

One Mind at Work

Global Forum

Better Together

Event Summary

September 12-13, 2023

A message from **Dr. Kathy Pike**, President and CEO, One Mind at Work

Dear One Mind at Work Members and Partners,

I am honored to serve as the inaugural President and CEO of One Mind at Work. It is with great enthusiasm and a profound sense of purpose that I step into this role.

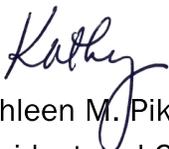
This year's Global Forum was a perfect opportunity for me to connect with so many of our members, build new relationships and strengthen existing ones, all under the theme of "Better Together." The program demonstrated that enormous potential is unleashed when we come together - across sectors, generations, and geographies - to learn from our diverse experiences and co-create innovative programs that advance mental health at work.

One Mind at Work's mission is to bring good science to build best practices for greatest impact. Our success in fulfilling this mission is contingent upon fostering robust connections with key communities: the dedicated providers delivering mental health services when needed; the visionary business leaders working towards environments that promote employee well-being; and the research community supplying essential data to shape and guide our initiatives. Witnessing the dynamic contributions of each of these communities during our time together in Napa was truly inspiring.

With global challenges such as violence, war, environmental issues, and rapid technological advancements placing unprecedented strain on workforce mental health, it is imperative that we prioritize and amplify investments in safeguarding the well-being of our global workforce. This era demands thoughtful commitment to mental health, underpinned by science, led with empathy, and anchored in organizational business strategies. By adhering to this framework, we can empower both workers and workplaces to navigate challenges resiliently, fostering a climate where they not only endure but thrive.

This community is capable of great things. I have no doubt that we are "better together," and I very much look forward to expanding our community, growing our movement, and advancing mental health at work with all of you.

Warm Regards,



Kathleen M. Pike, PhD
President and CEO, One Mind at Work



Thank you to our 2023 One Mind at Work Global Forum speakers!

The 7th Annual One Mind at Work Global Forum was a transformative event that brought together well-being experts and thought leaders who came together to advance understanding and practice of mental health and well-being in the workplace. The case studies, panel discussions, spotlight sessions, and learning collaboratives all reinforced the theme of the conference: *Better Together*. This overarching concept underscored the immense value of collaboration and community in advancing mental health within and beyond the workplace. One Mind at Work members dove deep, exploring various facets of this vital topic, delving into innovative strategies, emerging trends, and practical approaches. In this comprehensive summary, we distill insights and ideas from the forum into several thematic categories, providing a detailed overview of the discussions and key takeaways.

- **David Ballard, PsyD, MBA**, Senior Scientist, Mental Health at Work Index
- **Rebecca Beam**, CEO, Zavikon
- **Stephanie Bell-Rose**, Co-Founder, The Steve Fund
- **Geetika Bhojak**, Global Mental Health Lead, Accenture
- **Sabrina Cheung**, Chief Brand and Communications Officer, AXA Asia & Africa
- **Amy Crespo**, Head of the Capital Community, Capital Group
- **George Demos, JD, PhD**, Chief Operating Officer, O'Melveny
- **Elisha Engelen**, Vice President, Health Transformation, Aon
- **Karen Fortuna, PhD**, Assistant Professor of Psychiatry, Dartmouth College
- **Dan Gizzo, PhD**, Director, Mental Health Scholars Academy, Kaiser Permanente
- **Malcom Glenn**, Founder and CEO, MG Equity Consulting
- **Damien Hooper-Campbell**, Chief Impact Officer, StockX, Steve Fund Corporate Advisory Council Member
- **Jessica Isom, MD, MPH**, Clinical Instructor, Psychiatry, Yale School of Medicine
- **David Manevitz**, Director, Patient Advocacy & Stakeholder Management at Otsuka
- **Stephen Massey**, Co-Founder, Meteorite
- **Kathy Matsui**, General Partner, MPower Partners
- **Christina McCarthy**, Executive Director, One Mind at Work
- **Mary Michael**, Vice President of Patient Advocacy and Stakeholder Management at Otsuka
- **Craig Moss**, Executive Vice President of Measurement at Ethisphere
- **Anne Oxrider**, Senior Vice President and Benefits Executive
- **Kathy Pike, PhD**, President and CEO, One Mind at Work
- **Misty Rallis**, Global Director, People Care, Kearney
- **Alyssa Rheingold, PhD**, MUSC Resiliency Program, Medical University of South Carolina
- **Katy Riddick**, Managing Director, High Lantern Group
- **Wendi Safstrom**, President, SHRM Foundation
- **Ian Shea**, CEO, I M Human
- **Brandon Staglin**, President, One Mind
- **Dana Udall, PhD**, Chief Clinical Officer, Headspace
- **George Vergolias, PsyD**, Chief Clinical Officer, R3C
- **Gordon Watson**, Chairman, AXA Asia
- **Lynn Winstead, PsyD**, Assist Clinical Team Manager, Total Rewards, EY

Champion Prevention and Growth to Drive Resilience

Charles Clark's inspirational insights at the Forum started the conversation about the significance of personal development and growth, emphasizing that "personal development is a right, not a privilege." He stressed the idea that true growth often occurs when individuals step out of their comfort zones and embrace change, both personally and professionally. His comments set the tone for several days of thoughtful dialogue among participants, especially regarding cultural and contextual factors that impact mental health in the workplace:

- **The importance of addressing stigma and discrimination:** The forum offered a valuable perspective on a common misconception about mental health that focuses on negative aspects. Instead, mental health can be considered not as a sign of weakness nor subject to a one-size-fits-all approach, but as embodying qualities such as mental toughness and mindfulness. A holistic mental health wellness practice that impacts how individuals show up for themselves and others covers the continuum of mental health. Developing an understanding that even while experiencing good mental health, people may require the support of coaches or therapists supports the diverse nature of mental well-being journeys for individuals within organizations.
- **Consistency drives results:** Clark's framework for "Relearning Success" through the Three R's—Realize, Reach, Reward—is a pathway to consistency and incremental progress for individuals and for organizations as they deliver a mental health strategy in support of employees. The attendees were reminded that procrastination, or inertia, can hinder progress, aptly referred to as the "assassination of your destination." However, success framed as a transformative process that begins with changing one's environment and finding a sense of purpose can enable steady improvement and continual learning that organizations attending the Forum strive to achieve.

**"The higher level of success
you reach, the higher your
level of personal
responsibility."**

Charles Clark



- **Leaders as a catalyst for change:** Charles Clark’s assertion that “the higher level of success, the higher your level of personal responsibility” underscored the pivotal role of organizational leaders driving change. The Forum discussions emphasized that significant change must start at the highest levels of leadership, in order to trickle down and truly make a difference. These leaders – managers, directors, or partners – can drive cultural shifts and set the tone for what good workplace mental health looks like. Attendees stressed that leading by example helps employers create a work environment that promotes positive mental health practices and encourages employees to embrace and further commit to their own personal growth, aligning their efforts with the organization’s broader objectives.

“Recognizing barriers to health equity within our own ecosystems... enables us to make a difference.”

Damien Hooper-Campbell,
Chief Impact Officer, StockX



“You need tenacity for this journey.”

Gordon Watson, Chairman,
AXA Asia



Collaboration and Community Engagement Drive Organizational Change

This year's theme of "Better Together" permeated discussions that highlighted collaboration and community engagement in advancing mental health and well-being within the workplace. Employees should be seen not just as individual contributors but as integral parts of larger communities and ecosystems, both within and beyond the organization. Throughout the two-day event, several important learnings emerged:

- **Educate your workforce:** Organizations are most effective at embedding mental health strategies when they engage in cross-functional education, reaching all business functions and levels. Fostering a sense of community in the workplace is not just the responsibility of HR professionals, but an opportunity for all employees, allowing them to learn from one another and share best practices. Training is a key component to a multi-channel awareness approach, and can supplement natural interactions that enable community building.
- **Form communities to support mental wellbeing:** Communities extend beyond the workplace, encompassing neighborhoods, shared interests, professions, and more. Amy Crespo, Head of the Capital Community at Capital Group, shared a powerful example of how her associates create and form communities within the organization where employees with common interests or challenges can come together. Organizations like Capital Group are able to foster an environment where these can be created and help employees throughout various stages or positions within their lives, reinforcing the idea that we are indeed "Better Together."



“It is important to understand the unique needs of your workforce and the evolving needs of the employees over time.”

Stephen Massey

New Solutions to Persistent Problems

Forum participants were energized by discussions on effective strategies to promote mental health within the workplace that included fostering a culture of well-being and growth. One prominent feature of the discussion was the example of the Accenture Mental Health Ally program, leveraging the power of peer support and inclusivity in creating a channel to access available mental health resources. This scalable example of employees supporting one another in navigating mental health challenges creatively addresses the issue of awareness and normalization of mental health support. Other valuable tactics shared at the Forum by employers included:

- **Tapping into the power of HR:** Central to mental health conversations was the recognition of HR professionals are often the organizational “first responders” in addressing mental health concerns. The responsibility for supporting and safeguarding mental well-being enables leaders to effectively support the operations throughout the organization, and so is a foundational concern for many executives. By placing a strong emphasis on the “people leader” aspect of HR roles, a solid foundation for holistic well-being can be established within the overall organizational culture and its practices.
- **Measure programmatic success:** Measuring the success of mental health programs emerged as a critical practice for ensuring their effectiveness. A noteworthy highlight was the discussion of the Mental Health at Work Index™ — a groundbreaking assessment tool empowering companies to evaluate the maturity of their mental health strategies and programs. This tool facilitates data-driven decision-making to enhance the quality, reach, and impact of mental health initiatives, offering a clear roadmap for organizations to measure, track, and improve workplace well-being initiatives.

**“You can’t improve
what you do not
measure.”**

Dr. Kathy Pike,
President and CEO, One
Mind at Work



- **Expanded well-being offerings:** The growing trend of remote work was acknowledged as an opportunity to expand access to employer-offered mental health benefits, along with other practices that indirectly support mental health through quality of life. Organizations adapting to flexible and employee-centered work arrangements are providing employees with new avenues to access and utilize mental health resources as well as supporting overall well-being.



- **Storytelling drives culture:** Fostering a culture where leaders openly share their mental health challenges and accessing of support was highlighted as a proven method for creating safe environments where employees feel supported in addressing their mental well-being, ultimately contributing to a more empathetic and inclusive workplace culture.



**“When people have purpose
they can thrive.”**

Dr. Karen Forutuna, Assistant
Professor of Psychiatry,
Dartmouth College

Provision of Fewer, More Effective Benefits

Leaders understand the profound impact that mental health has on their workforce and as a driving factor for organizational success. But making the case for investment of time and resources is still a challenge for some businesses. Participants shared how to gain the attention and commitment of top-level management by linking stress, burnout, and mental health to factors like turnover and employee engagement, making a compelling case for prioritizing mental health in corporate strategies.

- **Linking Mental Health to Business Success:** Forum participants underlined the importance of linking mental health to key organizational metrics such as turnover and employee engagement. Stress, burnout, and mental health were not viewed in isolation but as integral components of a company's success equation. Organizations were urged to recognize that the well-being of their workforce directly influences their bottom line.
- **Effective Mental Health Programs:** The forum underscored the significance of implementing mental health programs as part of a comprehensive benefits strategy. Mental Health Ambassador programs emerged as a valuable tool to promote a mentally healthy workplace. These programs empower employees and managers to access essential resources and support, ultimately fostering an environment where mental well-being is prioritized.
- **Tailored Employee Assistance Programs (EAPs):** Partnering with Employee Assistance Programs (EAPs) was highlighted as an effective strategy when customized EAPs are able to meet the diverse needs of the workforce. EAPs were positioned as a critical resource to provide employees with the necessary support and create a workplace culture that values mental health but cannot be considered a comprehensive solution in themselves.

The 7th Annual One Mind at Work Global Forum was a thought-provoking and enlightening event that underscored the importance of collaboration, early intervention, culture-building, and stigma reduction in advancing mental health and well-being in the workplace. The discussions provided practical strategies and insights that organizations can adopt to support their employees and communities effectively. By embracing these principles and strategies, organizations can foster a culture of mental health and well-being that enhances the overall health, happiness, and productivity of their workforce.

2023 Salus Award Winners

The Salus Award is named after the Roman goddess of wellbeing, and recognizes excellence in the workplace mental health community. In its fifth year, One Mind at Work was honored to present the Salus Awards to one individual and one organization that have demonstrated a remarkable commitment to advancing the adoption of one or more pillars of the One Mind at Work Charter.



Salus Award for Individual Voices in Workplace Mental Health Jeffrey Tan, Jardines

The 2023 Salus Award for Individual Voices in Workplace Mental Health was presented to Jeffrey Tan for inspiring action within his organization, Jardines, and for his tireless partnership with One Mind at Work and other mental health leaders.



2023 Salus Award for Workplace Mental Health O'Melveny & Myers

The 2023 Salus Award for Workplace Mental Health was presented to George Demos, Allison Friend, and Mary Ellen Connerty on behalf of O'Melveny and Myers for their exemplary effort in championing mental health throughout their organization and beyond, and demonstrating the gold standard of membership of One Mind at Work.

Resources

Throughout the One Mind at Work Global Forum, a number of exciting initiatives were mentioned as helpful resources for the work our valued members are doing each and every day. Please find a list of resources linked below for your convenience:

- [Quality of Patient-Centered Outcomes Research Partnerships Instrument](#)
- [The Steve Fund's Workforce Transition Initiative](#)
 - [Employer Solutions](#)
- [Accenture – Getting to Equal: The Disability Inclusion Advantage](#)
- [SHRM Mental Health Field Guide](#)
- [Bank of America Workplace Mental Health Benefits Report](#)
- [Kaiser Permanente Mental Health Scholars Academy](#)