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Tips, Links & Comments Shared in the Chat

As a law firm we have to balance wellbeing vs. the reality of being a lawyer (hours required, client demand, etc)

Excellent shout Amanda. taking a stock take before you plan. Legends!

Link to the Mental Health @ Work Commitment framework that Amanda references:

<https://www.mentalhealthatwork.org.uk/commitment/>

The mental health at work website is amazing, basically a comprehensive library of resources that is super easy to navigate, a collection of resources gathered in one place put together by the genius of Mind and Heads Together and well worth saving to your favourites

<https://www.mentalhealthatwork.org.uk/>

Conditions and culture in work need to support people to understand their own worth and value within their own role, in relation to others in the team and within the whole organisation.

Being open and honest with stories like this across leadership teams AND within their teams, is so important.

I am struggling. My MD is putting up resistance to changing our workplace culture and I'm yet to understand why. I think a lot of it comes with his ignorance and lack of knowledge

I think there is a real appetite for workplace wellbeing activity but often organisations don't know how to embed this so the websites mentioned and today's webinar is great

It can take between 3-5 years to change and embed a culture

It's difficult to get into a momentum because everyone is so busy, any activity becomes an additional chore because there is no time

To show the return on investment and put forward a business case to your MD may be beneficial and be the break-through that you need

It often does come down to perspective I guess, which was mentioned in the very beginning of the session too, meaning - is wellbeing/wellness something that the individual themselves need to take care of or does the organization play a role too?



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Speaking of global companies - any advice on mental health embedding for markets when mental health is still stigmatised?

I am struggling with engagement of employees while we are 100% remote. Anyone else?

I think all employers have a duty of care to invest in the wellness of their employees

I'm part of a team of Mental Health Ambassadors. It's a great team to be part of around my day job and so important in this hybrid model of working that people know they have someone to reach out to if needed.

Where mental health is still stigmatised makes it difficult to find resources / activities, etc.

Employers invest in ensuring their operations work without question. IT support for computers and ensuring health and safety standards are met (for example a flickering light gets seen to without question) so I wonder about the focus on ROI for wellbeing. Should it have to be proven that a well organisation with function better than an unwell one? I understand why ROI is important to choosing the right interventions but I would love that to not be the starting point of the plan.

With cultural differences, It is important to provide a flexible program framework for different cultures and not push Western mental health care modalities to the masses. Have a local mental health ambassador / champion over there

Agree with Amanda that MHFA's are very different to wellbeing champions - our wellbeing champions have an interest in holistic wellbeing, our MHFA's are there for colleagues in crisis situations

We have MHAs but not at a very senior level.

Wellbeing champions = preventative and First Aiders = help in crisis

It's good to have both

Thank you Amanda, spot on!

I think it is really key for companies to address the root causes by having practical and preventative solutions in place.

I don't think that anyone has ever left a business because they felt too supported. Action and Culture leads to happy employees



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Great point Amanda about helping teams find time to get involved in helping themselves and each other.

Workplace choirs can make a difference to people's mental wellbeing, team connections and attitude towards their employers.

For very small organisations the simple steps are key

Q: How do you get employee buy in if they think you are just playing lip service?

A: By asking the employees what it is they want and asking them regularly, and evaluate again at a later stage to see what the differences are, eg via staff survey.

Agree, evaluation and measuring is super important - so you are not shouting into a void or 'guessing' at what to do

Q: I understand the need for people within our companies supporting workplace wellbeing and providing a real strength of focus but how do you make wellbeing the golden thread where it becomes what everyone thinks of as part of our day to day?

A: By being consistent in your messaging

Love this Josh. Can imagine the size of this initiative already but should definitely be for all companies regardless of size.

Yes, but not as a "tick box" initiative

We should have a good idea about mental health cases as we should be including wellbeing specific open Qs in all staff reviews / 121s etc

With measuring, have to be mindful of GDPR, HIPAA

The What Works Centre for Wellbeing were instrumental in the development of the UK government's voluntary reporting standards. Might be worth connecting with them.

I'm loving listening to Josh - so pragmatic, honest and real. He must be such an inspirational role model in his organisation :)

Very much like the idea of reporting. My reflection is that we need to break through people wanting to take the time to respond & do to this I think they need to believe that something will change.

Know like and trust people is vital if mental health ideas are to work



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Some people say that work helps their mental health. Being grateful for the work they have (vs don't have). So many causes of stress..

Responses to questions specifically about wellbeing Champions from Amanda Hammond:

What Governance framework do you have around your MH Allies / Wellbeing champion networks? – we have clear role profiles for our Champions, Chairs and Executive Sponsor. Our Wellbeing Community is very new and we will be working with the group to agree a framework in terms of how we will work together to achieve our overall wellbeing strategy, and how we will work with our other employee networks. We have a workshop set up in December to delve further into this.

What actions came from the meeting with the Wellbeing Champions? The key actions from our first meeting were:

- Communications – communicate to the organisation who our Wellbeing Community are and their purpose. Champions to introduce themselves to the business area they represent.
- Agree focus areas – based on the feedback from the session we ran during the first meeting on 'what could we do better/more of', and link back to our wellbeing strategy.

Further action will then come from the workshop we are running in December - 'Building the Foundations of a Successful Wellbeing Community'.

The idea of wellbeing champions is very interesting. You mentioned you had your first meeting recently. What were the topics covered in that meeting? I.e. what was the agenda?

This was the agenda for our first meeting:

- Welcome & Introduction
- Why is wellbeing so important at Fujitsu?
- Aims of the Wellbeing Community
- What could we do more of or do differently? (breakout rooms)
- Wellbeing Strategy & UK activities in progress
- Next Steps
- Q&A

We have a workshop scheduled in December where we will discuss in more detail the practicalities of how we will work together as a group ('Building the Foundations of a Successful Wellbeing Community').