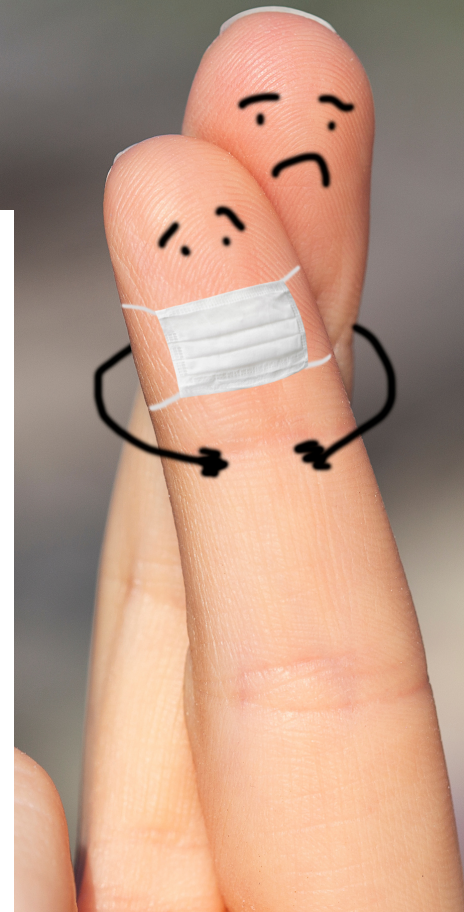


9

Unique Wellness Initiatives

Organizational response to address the impact of Covid-19 on employee mental, social and physical well-being



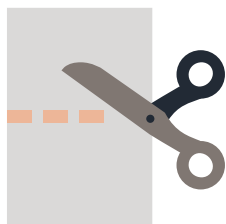
Here are key practices followed in various organizations that we have researched through open sources, to know how they are addressing COVID-19 impact on employee well being



Employee well being surveys

- Increase the frequency of seeking feedback to know how your employees are feeling
- Every survey should be followed by a focus group discussion, wherein groups may share their current challenges or give suggestions

(Bayer, pharmaceutical and life sciences company)



Promote customised responses

- Organize an 'Employee Value Proposition' monthly meet, hear and prioritize employee concerns

For example: Give lean period to a young mother when her child's online classes are on, may connect with her during the rest of the day

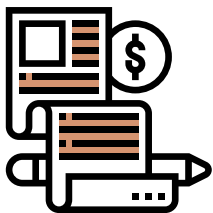
(AMD)



Promote Employee Assistance Program (EAP)

- Offer access to counselling, family support, financial and legal assistance through EAP
- May create awareness about its features through mailers or via Yammer etc.
- Encourage to seek confidential support from counsellors via phone using the organization's (EAP).

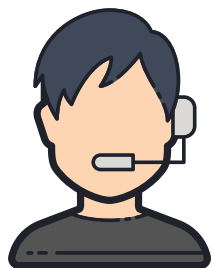
(AMD)



Extra leave: 'Just to show you care'

- Introduce paid time off from work to support employees' mental well-being
- Introduce an extra day of paid holiday every month and call it a 'You Day'

(AMD & Job Site)



Psychological Counselling helpline

- May run a 'With You', a 24x7 counselling and physical well-being support help line for employees and their family members
- Offer psychological counselling helplines to people facing anxiety and stress-related problems

(Axis Securities, Bayer, Deloitte, Genpact, AMD)



Health Content

- May send curated, evidence-based health tips via text messages
- Provide updates on the latest COVID-19 developments via Email newsletters

(TVS Motors)



Webinars

- Conduct 60-minute educational presentations and do a discussion around the topics stress management, behavior modifications, healthy eating, fitness, and more
- May launch a live webinar series (called B-Well Together) half-hour broadcast twice daily (to accommodate global time zones) and invite industry luminaries to speak with employees about wellbeing

(Mahindra)

Build a strong sense of togetherness



- Encourage employees to take a 'Digital Chai Break' and guide them in scheduling their work day.
- During video meetings, encourage working parents to bring their young kids to greet colleagues, who are more than happy to see them.

(Flipkart)

Interactive Sessions and access to experts



- Roll out a 'telemedicine program' globally to help the employees and their families with questions about their physical and mental health.
- Provide digital mindfulness tools, access to nutritionist, virtual fitness sessions, home workout apps, access to health experts and regular knowledge-sharing to ensure their workforce stay motivated, healthy and mindful.

(Vedanta, Johnson & Johnson)

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