

---

# Welcome!

# The webinar will begin shortly...

---

While you wait, here are some fast facts about HR outsourcing:

**3:00**

**minutes**

*until the webinar starts*

Companies that outsource HR to a professional employer organization (PEO) are **50% less likely** to go out of business.



---

"Professional Employer Organizations: Keeping Turnover Low & Survival High" McBassi & Company, 2014



# The webinar will begin shortly...

---

2:00

minutes

*until the webinar starts*

While you wait, here are some fast facts about HR outsourcing:

Companies that use a professional employer organization (PEO) are **28% more satisfied** with their available selection of employee benefits.



---

"PEOs: Taking Outsourcing a Step Beyond Pays off for Small & Mid-Sized Companies" Aberdeen Group, 2011

# The webinar will begin shortly...

---

While you wait, here are some fast facts about HR outsourcing:

1:00

minute

*until the webinar starts*

G&A Partners has an average Net Promoter Score (NPS) that is **35x higher** than that of the HR outsourcing industry.



---

"NPS Benchmarks for B2B" Inavero, 2014



# ⊕ Workplace Wellness and Mental Health

*Olivia Curtis & Denise Macik, G&A Partners*

# Before we begin...

---

- + **We are recording this webinar.** The on-demand recording will be available on our website by the end of the week.
- + This webinar has been pre-certified by the Human Resources Certification Institute (HRCI) for one hour of HR general recertification credit.
- + If at any time during the presentation you have a question you'd like us to answer, please send it to us using the "Questions" tab in the GoToWebinar menu bar.

# About G&A Partners

G&A Partners delivers **world-class HR solutions** that help build thriving businesses and make a difference in the lives of the clients and employees we serve.

G&A Partners has a local presence in the following markets:



# Agenda

---

- + What is wellness?
- + Why is wellness important?
- + Wellness during COVID-19 pandemic
  - + Warning signs
  - + Plan of Action—A comprehensive approach
  - + Benefits
- + HR compliance
- + Additional employee resources



**Olivia Curtis**  
*Wellness Specialist*  
*G&A Partners*



**Denise Macik**  
*Client Advocate*  
*G&A Partners*

# What is Wellness?

---

- + “The only way to keep your health is to eat what you don’t want, drink what you don’t like, and do what you’d rather not.”  
– Mark Twain
- + “Wellness is an active process through which people become aware of and make choices toward a more successful existence.”  
– The Wellness Institute
- + “Health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity.”  
– The World Health Organization

# What is Wellness?

---

- ⊕ A conscious, self-directed choice
- ⊕ Multidimensional
- ⊕ Positive and affirming
- ⊕ The process of achieving a person's highest potential



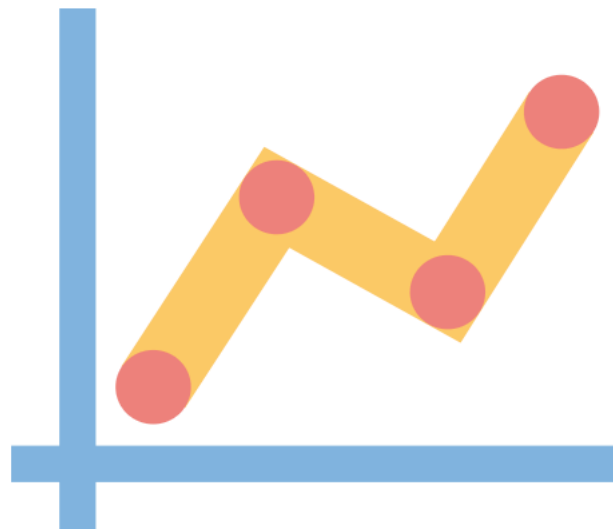


---

# POLL QUESTION

# What is Wellness in the Workplace?

- + Good processes
- + Products and services are a priority
- + Profitability gains
- + Market gains



# Why Wellness?

---

- + We need it
  - + Healthcare costs are continually rising
  - + About 75% of chronic diseases are preventable and are responsible for about  $\frac{3}{4}$  of healthcare spending
  - + Physical activity rates are extremely low
  - + Stress levels are skyrocketing
  - + Mental health diagnoses are at an all-time high
    - + 32.43% increase in depression and other reported mental issues since the COVID-19 pandemic\*

---

\*According to YouGov COVID-19 Tracker

---

# POLL QUESTION

# COVID-19 & Employee Wellness

---

- ⊕ Unpredictability and uncertainty
- ⊕ Job stability and stress
- ⊕ Family life
- ⊕ Isolation
- ⊕ Health concerns
- ⊕ Finances



# Employee Warning Signs

---

- + A decrease in or lack of productivity
  - + Disorganization
  - + Decreased creativity
  - + Difficulty concentrating
- + Absenteeism
- + Physical symptoms
- + Changes in personality/behavior
  - + Withdrawal
  - + Easily irritated, frustrated, or agitated
  - + Extreme highs and lows
  - + Cynicism at work



# Negative Workplace Impact

---

- + Reduced productivity and poor work quality
- + Reduced employee engagement
- + Low morale and job dissatisfaction
- + Poor workplace culture
- + Increased risk of employee injury and disease
- + Employee turnover
- + Revenue decreases

---

# POLL QUESTION



# Plan of Action

---

- + Increase awareness around mental health
  - + Start the conversation
- + Take measures to ensure that employees feel supported, empowered, and comfortable at work

# Plan of Action

---

- + Observe and train your managers
- + Establish proactive check-in meetings
- + Create a culture that encourages a work-life balance



# Plan of Action

- + Be accessible and offer tools
- + Offer avenues for anonymous feedback
- + Implement companywide wellness initiatives



# Plan of Action

---

## + Comprehensive Wellness Initiatives

- + Mental/Emotional\*
- + Physical\*
- + Social\*
- + Financial\*
- + Spiritual/Purpose
- + Intellectual
- + Occupational
- + Environmental



# Plan of Action – Mental/Emotional

---

- ⊕ Mental/Emotional = being able to emotionally cope with stress and challenges in a healthy, productive way
  - ⊕ Stress management
  - ⊕ Self-esteem, self-acceptance
  - ⊕ Self-care
  - ⊕ Optimism/positivity

# Plan of Action – Mental/Emotional

---

- + Emotional Health Policies/Activities
  - + Planning and scheduling – prevent ruminating
  - + Compartmentalizing
  - + Meditation/breathing
  - + Getting outside
  - + Staying positive
    - + Connect with others
    - + Distraction
    - + Set limits when it comes to news and social media
    - + Practice gratitude
    - + Listen to uplifting music throughout the day

# Plan of Action – Mental/Emotional

---

- ⊕ Emotional Health Policies/Activities
  - ⊕ Employee Assistance Program (EAP)
  - ⊕ Stress-management classes
  - ⊕ Virtual yoga or meditation classes
  - ⊕ Flexible schedules that allow employees to take mental breaks
  - ⊕ Promote a work-life balance

# Plan of Action – Physical

---

- + Physical = being able to maintain a healthy body
  - + Exercise
  - + Nutrition
  - + Sleep
  - + Medical/dental/vision care
  - + Avoiding harmful substances



# Plan of Action – Physical

---

## Physical Health Policies/Activities

- + Virtual workout classes (Live or on YouTube)
- + Fitness tracker reimbursements/subsidies and challenges
- + Include movement breaks during virtual meetings
- + Educate employees on proper ergonomics
- + Offer virtual classes (live or recorded) on topics like nutrition and sleep
- + Allow for flexible schedules so employees can get active during lunches/breaks
- + Hold companywide health challenges
- + Send out or post healthy tips, workouts and recipes
- + Offer health coaching with a certified nutritionist/personal trainer
- + Smoking-cessation programs
- + Teladoc services

# Plan of Action – Social

---

- ⊕ Social = being able to develop and nourish healthy relationships
  - ⊕ Strong social network for support and guidance
  - ⊕ Community/team connection
  - ⊕ Relate to others
  - ⊕ Sense of belonging
  - ⊕ Good teamwork
  - ⊕ Good communication

# Plan of Action – Social

---

- ⊕ Social Health Policies/Activities
  - ⊕ Regular office bonding
  - ⊕ Virtual lunch and coffee breaks
  - ⊕ Virtual team-building activities
  - ⊕ Companywide recognition programs
  - ⊕ Companywide service opportunities
  - ⊕ Monthly employee spotlight

# Plan of Action – Financial

---

- ⊕ Financial = being able to make sound decisions about money and being financially prepared for present and future circumstances
  - ⊕ Understanding the current financial situation
  - ⊕ Have a healthy relationship with money
  - ⊕ Debt management
  - ⊕ Budgeting
  - ⊕ Plan for the future

# Plan of Action – Financial

---

- + Financial Health Policies/Activities
  - + Company-sponsored retirement plan
  - + Offer financial education classes and resources
  - + Email or post regular financial/budgeting tips



# Benefits – Employee

---

- + Reduced anxiety and depression
- + Improved self-esteem
- + Increased energy
- + Increased productivity at work
- + Happier and more fulfilled
- + Positive role model for friends and family
- + Improved physical health, cardiovascular health, weight management (stronger muscles, improved lung capacity, lower blood pressure and cholesterol, decreased risk of disease and injury, etc.)

# Benefits – Employer

---

- + Higher productivity levels
- + Reduced absenteeism
- + Workplace injury decreases
- + Reduced healthcare costs
- + Recruiting and retention improves
- + Culture and job satisfaction improves

# HR Compliance & Response

---

- + What are the rules of engagement?
- + Schedule a virtual supportive one-on-one
  - + Observe
  - + Ask open-ended questions
  - + Be supportive
- + Create a positive team culture
- + Promote wellness practices and policies

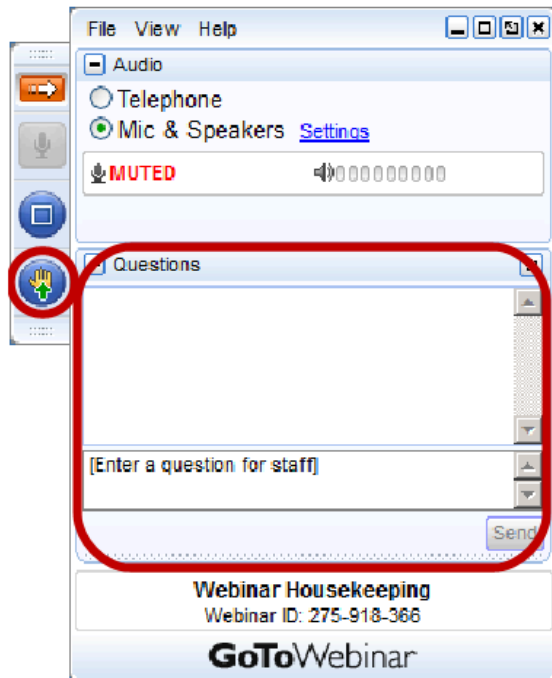


# Employee Resources Summary

---

- + Employee Assistance Program
- + Comprehensive wellness program with a strong focus on mental health
- + Health plans that offer mental health services
- + Telephonic or online health coaching
- + Webinars or virtual classes covering topics related to stress management and mental health
- + Educational resources and information regarding mental health distributed via email, posted handouts, company intranet sites, etc.
- + Flexible schedules that allow employees to take regular breaks and PTO
- + Virtual stress management resources like group meditation, yoga or exercise classes

# Questions



You can type questions for our presenter in the chat pane of your Go-to-Webinar menu bar.

If we don't get to your questions during the Q&A session of this presentation, you can email them to [info@gnapartners.com](mailto:info@gnapartners.com).

# Questions

---



If we don't get to your questions during the Q&A session, you can email them to [info@gnapartners.com](mailto:info@gnapartners.com).

# Resources

---

For additional resources, including  
our on-demand webinars, visit:  
[gnapartners.com/resources](https://gnapartners.com/resources)