



Crafting Culture: Building a Blueprint for Workplace Well-being

Stephanie Hildreth
Third Horizon



- A little about me
- What will and will not be covered in the presentation





Behavioral Health

Enhancing behavioral health prevention, treatment, and recovery systems of care to improve access and quality



Community Health

Advancing the vitality of all communities through digital and person-centered solutions to strengthen health and social services



Market Analytics

Unlocking insights from new payer and provider pricing records, along with other data sets, to drive market efficiency and a transparent, patient-centric health care ecosystem



Payment Design

Designing incentive structures to strengthen capacity, increase efficiency, and support high-quality care for individuals, families, and communities



Workplace Well-Being

Empowering organizations and their people with services and tools to navigate work and life in the healthiest way possible

Behavioral Health



Enhancing behavioral health prevention, treatment, and recovery systems of care to **improve access and quality**

Analysis



Conduct environmental scans, data analytics, focus groups, and key informant interviews to ascertain gaps, demand, and opportunities to enhance mental health and substance use prevention, treatment, and recovery

Delivery System Redesign



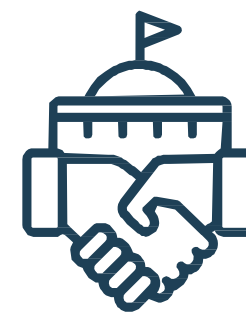
Facilitate robust stakeholder engagement processes and research, evaluate care models, and provide recommendations and implementation support to improve publicly and privately funded behavioral health services and crisis care

Strategy & Technical Assistance



Provide strategic planning and leadership development on change management for organizations, help providers navigate and improve programs and services, and advise private philanthropy on behavioral health grantmaking strategy

Policy



Host convenings to inform and advance policies, conduct analyses on budget implications, service delivery, and payment reform efforts at the local, state, and national level; assist providers in navigating complex regulatory and licensing processes

Workplace Well-Being



Studies have shown that an employee's health and happiness not only increases satisfaction, but also boosts productivity and supports talent retention.

Individualized Coaching and Resources



Personalized coaching, group trainings, and workshops designed to help individuals cultivate self-awareness, enhance performance, and thrive both personally and professionally, resulting in a resilient and productive workforce

Data-driven Insights



Harness data to identify emerging trends and develop tailored reports and strategies to help employers build an environment that effectively nurtures employee well-being and aligns with organizational goals

Leadership Coaching



Immersive leadership development coaching and facilitation services to help participants gain the skills to lead genuinely and confidently in today's complex, multi-generation workplace

Strategic Guidance



Curate recommendations based on comprehensive assessments of existing well-being assets, programs, and evaluation to optimize organizations' well-being ecosystems

According to Randstad, well-being is defined as
"a state of being healthy, happy and prosperous."



The not so pretty truths

75% Of workers in your field experience burnout at some point in their career.

60% Of BH workers struggle with work-life balance.

58% Rank their mental health as good.

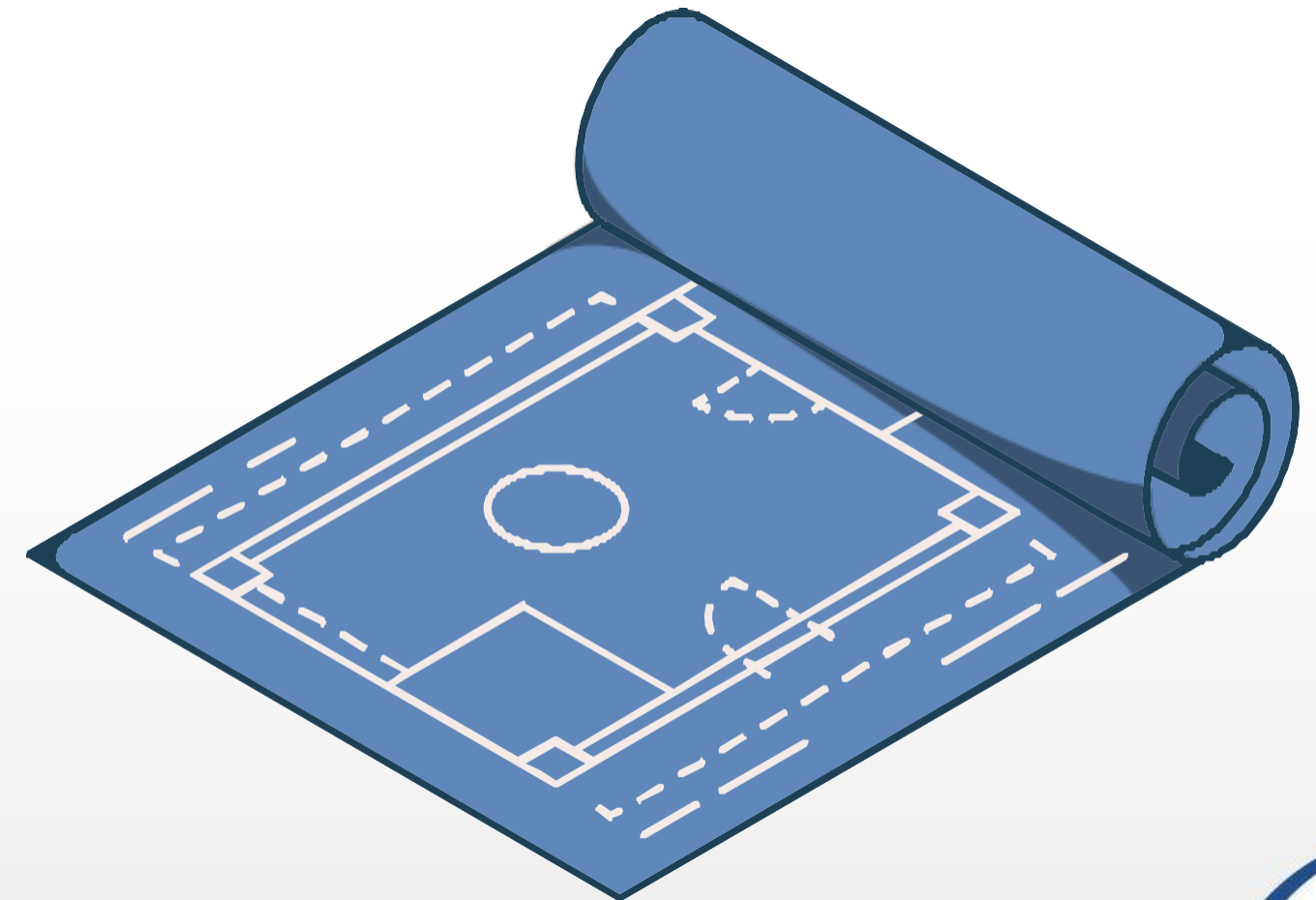
According to a recent study, many of today's workers around the globe are exhausted (43%), stressed (42%), overwhelmed (35%) and depressed (23%).

These factors have led to feeling burned out at work, with women impacted more than men.

Impact to the bottom line

- **56%** of employees had [fewer sick days](#) because of wellness programs.
- **91%** of employees feel [more inclined to do their best work](#) when executive upper management prioritizes employee well-being.
- Out of all the metrics that wellness plans improve, [employee morale is rated the highest \(54%\)](#).
- **72%** of employers saw a [reduction in healthcare costs](#) after implementing a wellness program.
- **89%** of employees who work for companies with wellness programs [report being happy with their job and would recommend it to others](#).
- Companies with employee wellness programs see a [5% increase in productivity](#) compared to those that don't focus on employee wellbeing.

1. Prioritize leadership commitment
2. Know and point your people to available resources
3. Collect continuous feedback



Scaling well-being through healthy leaders



- Increase employee understanding of well-being needs and offerings.
 - Reduce well-being stigma and apathy.
 - Reduce the time and effort needed to participate in well-being programs.

Measuring and Evaluating Well-being

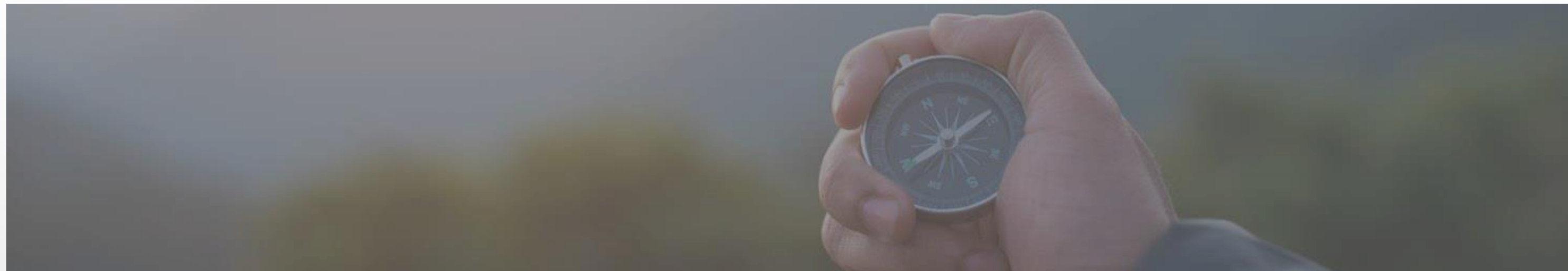




- Common Barriers
 - Out of touch leaders
 - Limited resources
 - Not knowing where to start

If you walk away with anything I want it to be this:

1. Healthy leaders are the best way to scale well-being.
2. Start here:
 - Prioritize well-being for yourself
 - Know the resources available
 - Gather feedback and evolve



Now What?



Thank you!

Stephanie Hildreth

stephanie@thirdhorizonstrategies.com

LinkedIn: <https://www.linkedin.com/in/stephaniehildreth>

