

Tips for Implementing a Successful Wellbeing Strategy

- Ensure top level management understanding, endorsement and engagement in the establishment of a global wellbeing strategy
- Fully inform and involve employee representative bodies/trade unions as partners in the development and actions of the wellbeing policy
- Implement the global wellbeing policy locally by addressing the needs of the employees and respecting the country culture and legislation
- Mainstream wellbeing in daily business operations by making it cross-departmental and operational; (e.g. move beyond HR/Health & Safety and incorporate within site objectives and business plan)
- Identify and assess the root causes of poor wellbeing and promote and support best practices of good wellbeing
- Train managers and employees on risk factors (e.g. work organization, management style, the external environment in which the business operates wellbeing and individual resilience) appropriate for the organization, in order to facilitate prevention, early detection, awareness-raising at all levels. Manage with the applicable organizational processes and tools.
- Provide independent and confidential communication channels through which employees can report on wellbeing issues
- Be aware of culturally appropriate terminology and adjust communication accordingly (e.g. Wellbeing versus Mental Health)
- Include questions about wellbeing in company surveys and provide employees with feedback on aggregate findings and proposed measures for improvement
- Ensure at all times confidentiality of individual employee data
- Ensure full organizational engagement of outsourced occupational health and wellbeing services (where applicable) in alignment with the service level agreement and business needs
- Recognize that employee responsibility and involvement forms a key element of a successful wellbeing program

The Tips for Implementing a Successful Wellbeing strategy are applicable for all organizations. However, please note that the approach might need to be adjusted depending on the organizations' size, resource availability and allocation.