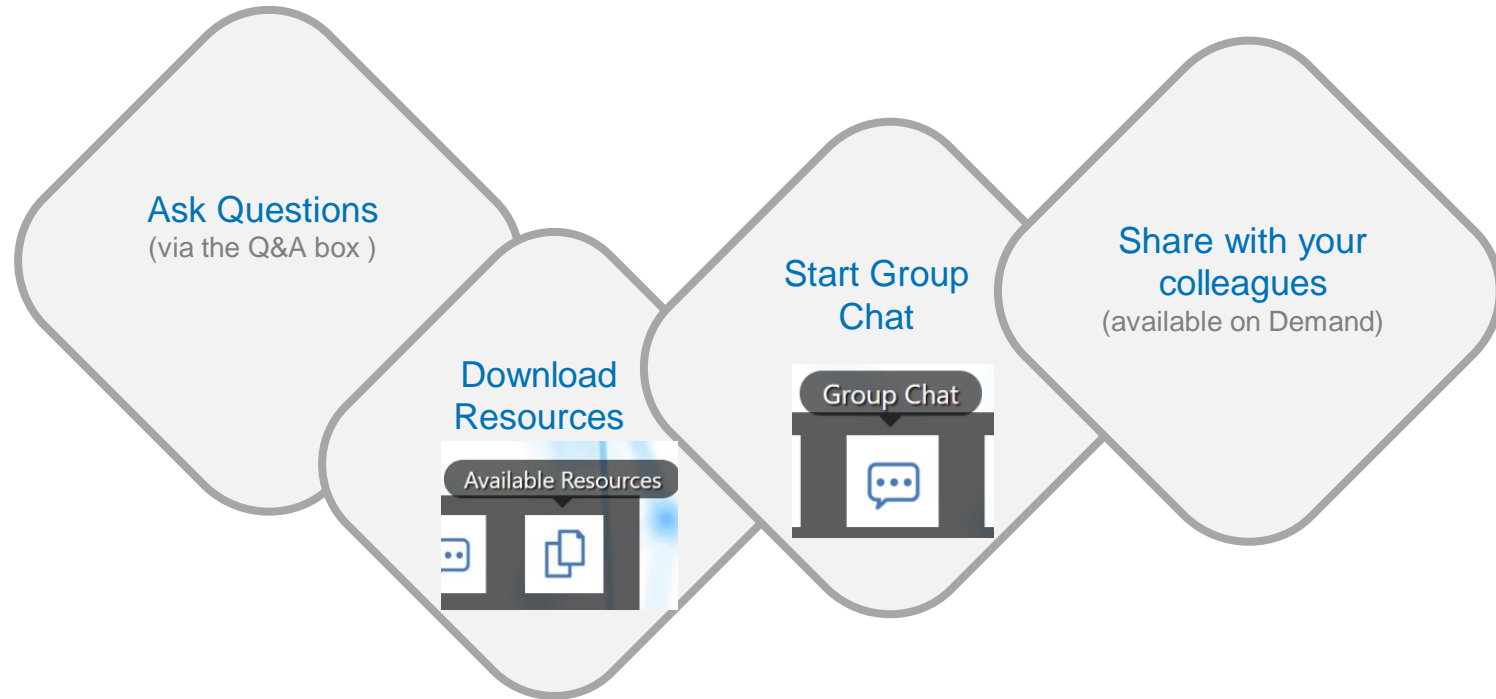


# Holistic Employee Wellbeing

September 29, 2021 - 3-4 pm: Singapore. Hong Kong. Shanghai



## Making the most of the webcast



Tell us about your experience to help us improve our future program



# What impact has the pandemic had on the wellbeing of employees in your company ?





## Allan Ko

Vice President, Head of HR Asia Pacific Global Services & Enterprise Solutions  
Johnson & Johnson

Allan Ko is the Head of HR, APAC Global Services and Enterprise Solutions and APAC OneHR Leader at Johnson & Johnson Asia Pacific, leading an organization that's accountable to attract, delight, develop, and retain talent in the region's 27,000+ workforce. He also chairs the Regional Leadership Council of Johnson & Johnson Global Services in Asia Pacific.

Over the course of his career, Allan has held global and regional general management roles in the consumer goods, professional services, BPO, and health care industries across geographies, in multinational organizations like Procter & Gamble, IBM, and Allegis.

Allan has a Master's in Business Administration from IE Business School in Spain and Singapore Management University, and a B.S. in Computer Science from De La Salle University. He strongly believes in the fusion of technology and talent to unlock greater value to businesses, people, and communities.



## Dr. Sandhya Karpe

Senior Research Advisor of Human Capital Center, Asia  
The Conference Board

Sandhya Karpe is the Senior Research Advisor - Human Capital Center, Asia of The Conference Board, and CEO of Imagine Education Design Studio, a human capital development advisory firm with a global client portfolio. She brings 35 years of cross-cultural experience in human capital development, h...[Full Bio](#)

How much does J&J estimate it has saved in the last decade globally, by investing Employee Wellbeing (in USD)?

Please type your answers in the chat box.



# Employee Wellbeing ROI



Johnson & Johnson estimated that, over the last decade, their wellness programs saved them

**\$250 million**

Source: Harvard Business Review





# The Johnson & Johnson story



# The Johnson & Johnson Credo

- Outlines responsibilities far beyond requirements of stockholders
- General Robert Wood Johnson was one of first to speak and write about corporate social responsibility
- “We must support the health and well-being of our employees and help them fulfill their family and other personal responsibilities.”





# The World Needs J&J's Workforce to be at its Healthiest

In order for us to change the trajectory of health for our business and for all humanity, it's vital that we empower the health of our employees across all dimensions – from their individual & family health to the health of their careers & our organization.

## Unlock Our Potential

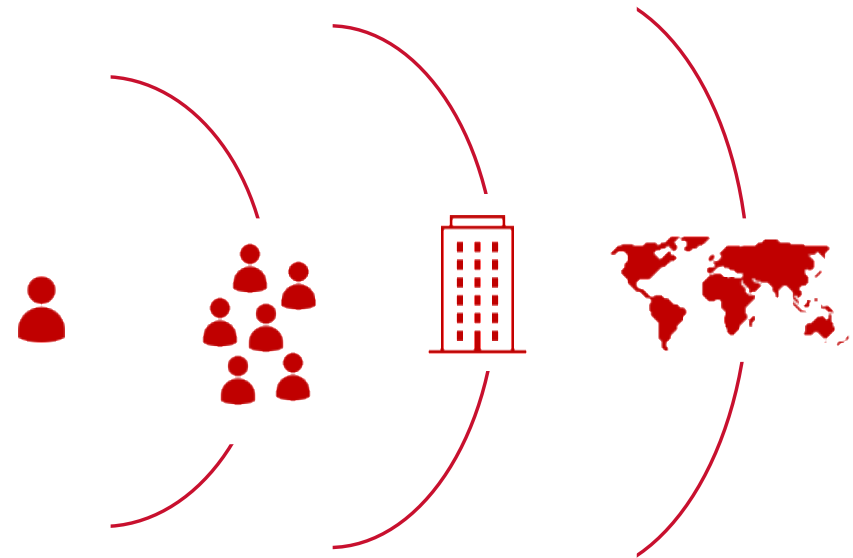
When we enable our employees to be at their healthiest, we unlock greater performance & productivity across J&J

## Protect Employees

Delivering 100% occupational health & well-being compliance to ensure employee health is protected in the workplace

## Strengthen Business Results

Optimizing costs to recruit, retain and provide for our employees; Deliver positive net value to overall brand equity



# Building a strong foundation by empowering and inspiring employees to proactively advance their personal health and well-being



**Protected the health and safety** of our people and invest in their total well-being



**Met employees where they are** by pivoting existing programs in new, innovative and virtual ways



**Achieved HealthForce 2020 goals** established and reported in our annual Health for Humanity report

- Trained 100K+ employees in principles of energy management
- Connected 100K+ employees to digital tools
- Provided 100K+ employees access to an environment and culture of health that makes the healthy choice the easy choice



# J&J's Healthiest Workforce 2025 Strategy



# What can I do today to support my team's well-being?

## Practice empathy-based management to promote a more human-centric environment

- Intentionally have **“caring conversations”** with empathy and compassion; focus on individual needs, inclusion, and agility
- Recognize team members who **prioritize mental & emotional health** in our “ways of working” and serve as role models in redefining our new normal
- Encourage employees to take **mental health breaks** at their own discretion
- Ensure **leader modeling** drives behavior change goals. Identify key tactics that will impact “ways of working” (including support of Paid time off, Flexible Working Arrangement, & other policies)
- Encourage leaders to use **best practice approaches** to drive deeper connections amongst team members (e.g. start meetings with **health and wellbeing updates** before pivoting to business updates, strive for **“Meeting-Free Fridays”**, **promote camera off**/optional virtual meetings – and role model it)

## Leverage existing resources internally or externally

- Broader awareness and pull-through of **Employee Assistance Programs**, Mental Health and Emotional well-being **on-demand resources**, programs/resources to **manage energy** to handle stress and prevent burnout
- Using **Digital Tools** to have a more personalized virtual resilience skill building resources that supports in key areas of strength & need
- Leader/Manager **skill building** focused on leading in times of change, resilience strategies, and guidance on mental health in the workplace
- Host informal **virtual connect sessions** to drive deeper connections among team members



Are you interested in being a part of the solution ?



## A Call for Action

Would you and/or your organization be interested in learning more about how to enhance holistic employee well-being and engaging with us on finding workable solutions to this challenge ?





**Would you and/or your organization be interested in learning more about how to enhance holistic employee well-being and engaging with us on finding workable solutions to this challenge?**

① Start presenting to display the poll results on this slide.



# Contact Us.



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## About Us

Founded in 1916, [The Conference Board](#) is the member-driven think tank that delivers trusted insights for what's ahead. As you determine policy for your organization's operations in Asia, you face more than Asia's political and economic volatility. You must attract, engage, and develop the best people in a highly competitive talent market while navigating multiple cultures—at a time when the very nature of work is changing.

Our [Human Capital Center](#) provides resources across the full spectrum of people issues. We focus on six areas--Diversity & Inclusion, Employee Engagement, Human Capital Analytics, Labor Markets, Strategic Human Resources, and Talent Management—to inform your decision making across all HR functions.

When you join the Human Capital Center, you get access to our renowned research. You have fruitful interactions with your peers and with leading experts on your critical concerns. And you take away the best business intelligence on current and emerging issues in HR and beyond.