

A Blueprint for The Flourishing Workforce: The Key Trends, Skills and Values
Required to Rebuild In The Next Normal

March 2, 2021

**EMPLOYEE
HEALTH CARE
PRE-CONFERENCE
WEBCAST SERIES**



Some of the critical questions and issues we will be answering today

- Understand the critical evolution of the mental health movement
- Identify how key, unplanned organizational changes affect the immediate and mid-term
- Navigate the radically different workplace of today and tomorrow
- Activate a measurable plan to make every moment matter for your employees and members



Today's Presenters



Gregg Mauro (Moderator)
Program Director, Employee
Health Care Conferences and
Resilience Conference
The Conference Board



Amy Marlow
Senior Benefits Specialist
MetLife



Zev Suissa
Chief Innovation Officer
eMindful





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Normal

March 2, 2021

Introductions



Zev Suissa

Chief Innovation Officer
eMindful



Amy Marlow

Benefits and Wellness Specialist
MetLife

Agenda

- The Mental Health Tsunami
- An Emotional Health Movement
- The Workplace of Tomorrow
- Reimagined Workplace Benefits
- How to Measure Success
- Q&A





The Mental Health Tsunami

90%

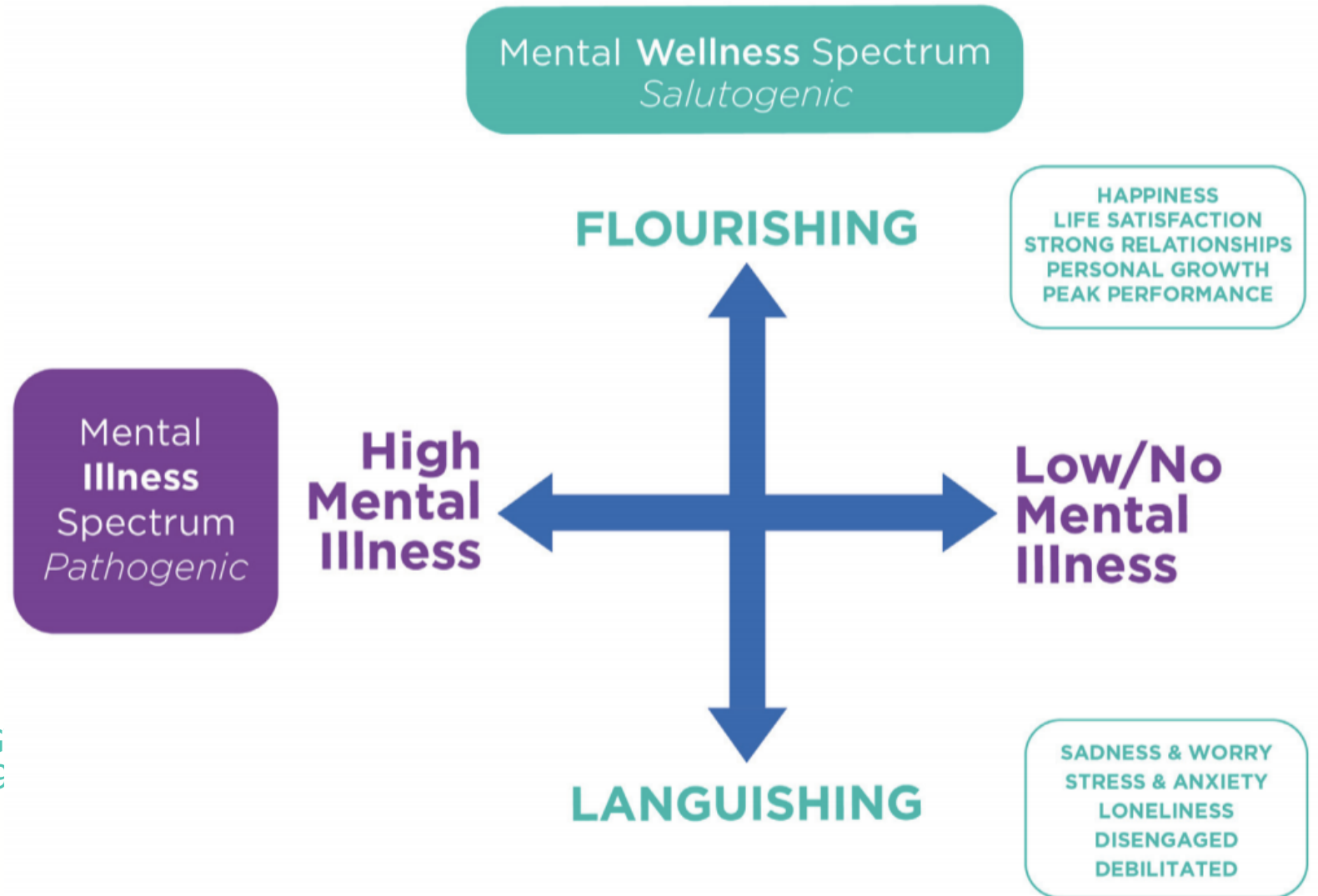
Of employers say the pandemic has affected the behavioral health and productivity of their workforce, *McKinsey*

60%

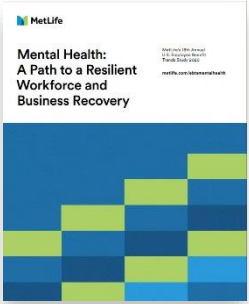
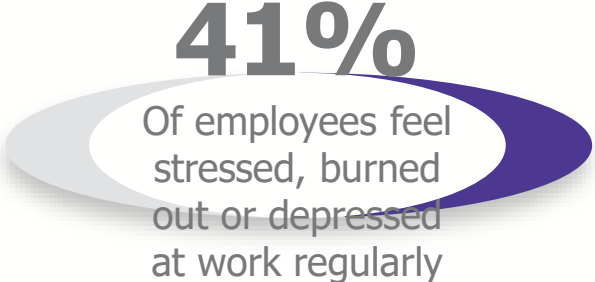
Of medical expenses are from mental health & substance use disorders, *NAMI*

Dual Continuum Model of Mental Wellness and Mental Illness

The dual continuum model was adapted by G from concepts developed by Keith Tudor (199) and Corey L.M. Keyes (2002). Source: Global Wellness Institute



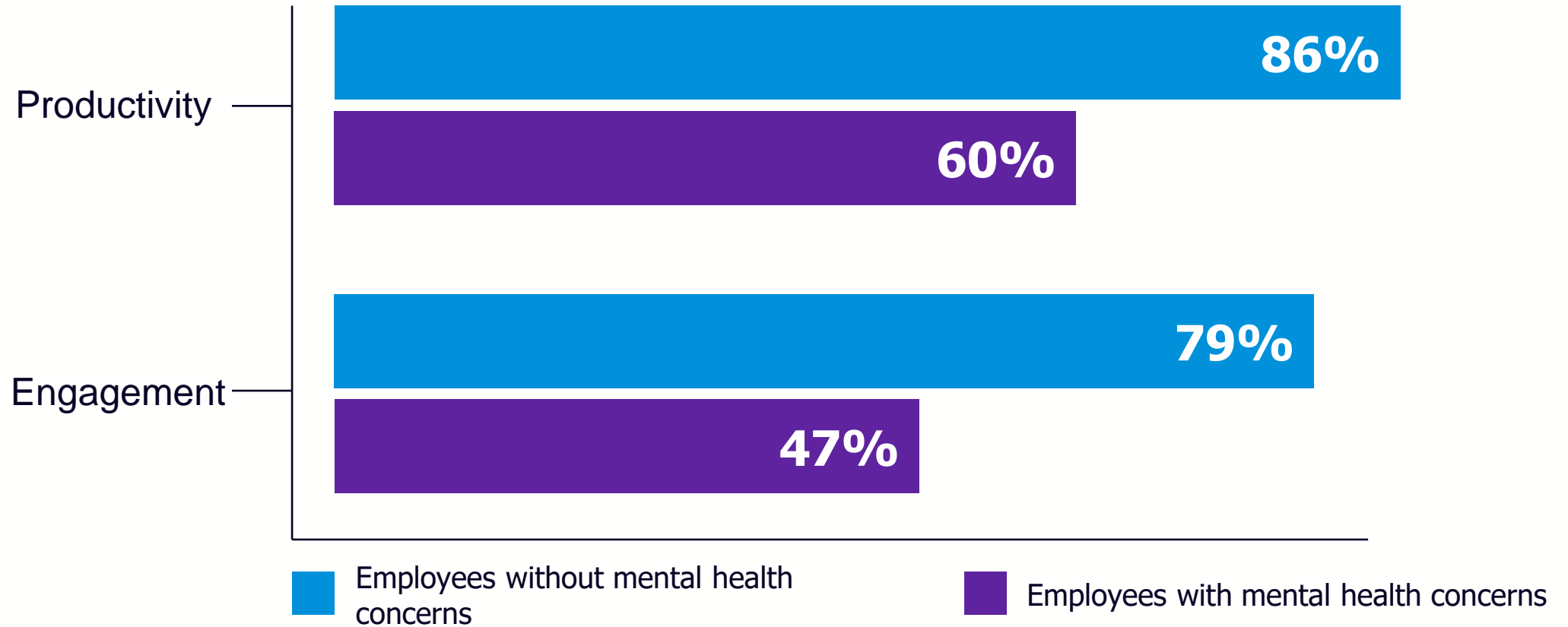
A Workforce in Crisis



Source: MetLife's 2020 Employee Benefit Trends Study

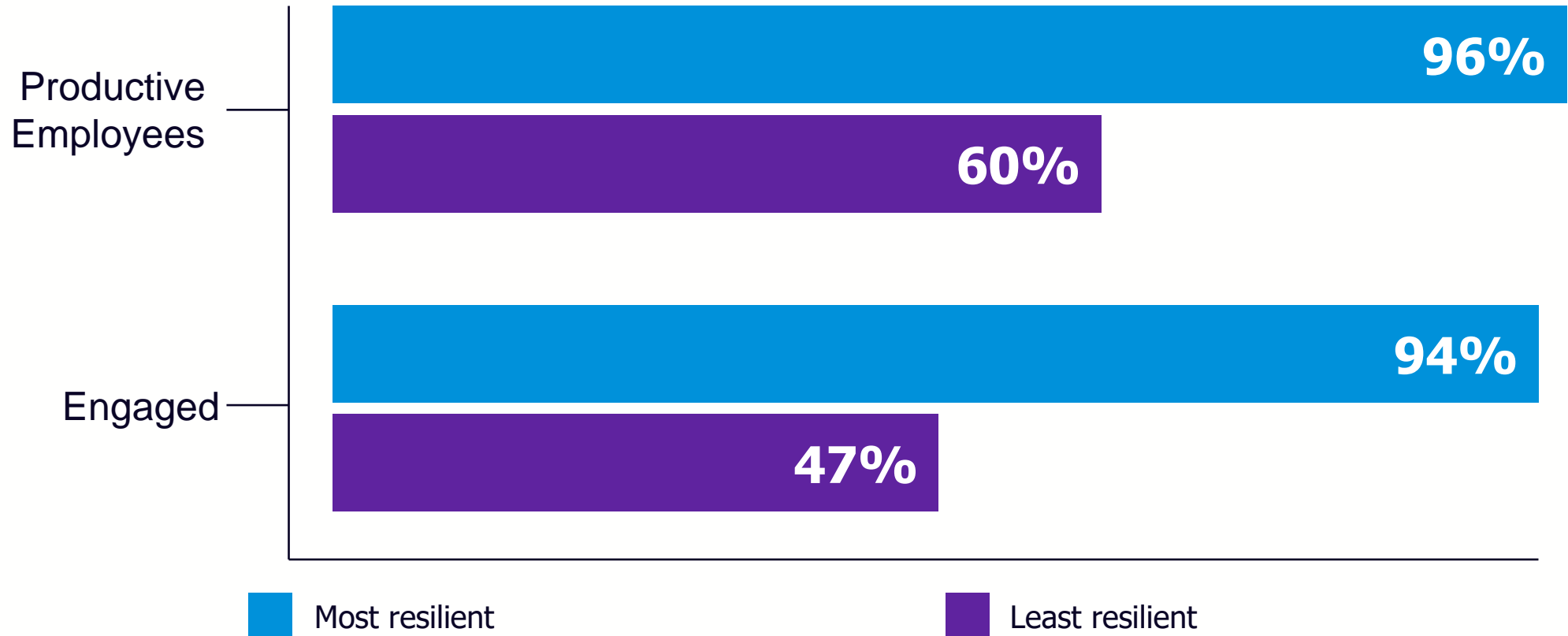


Comparison of Employee Mental Health Against Productivity and Engagement



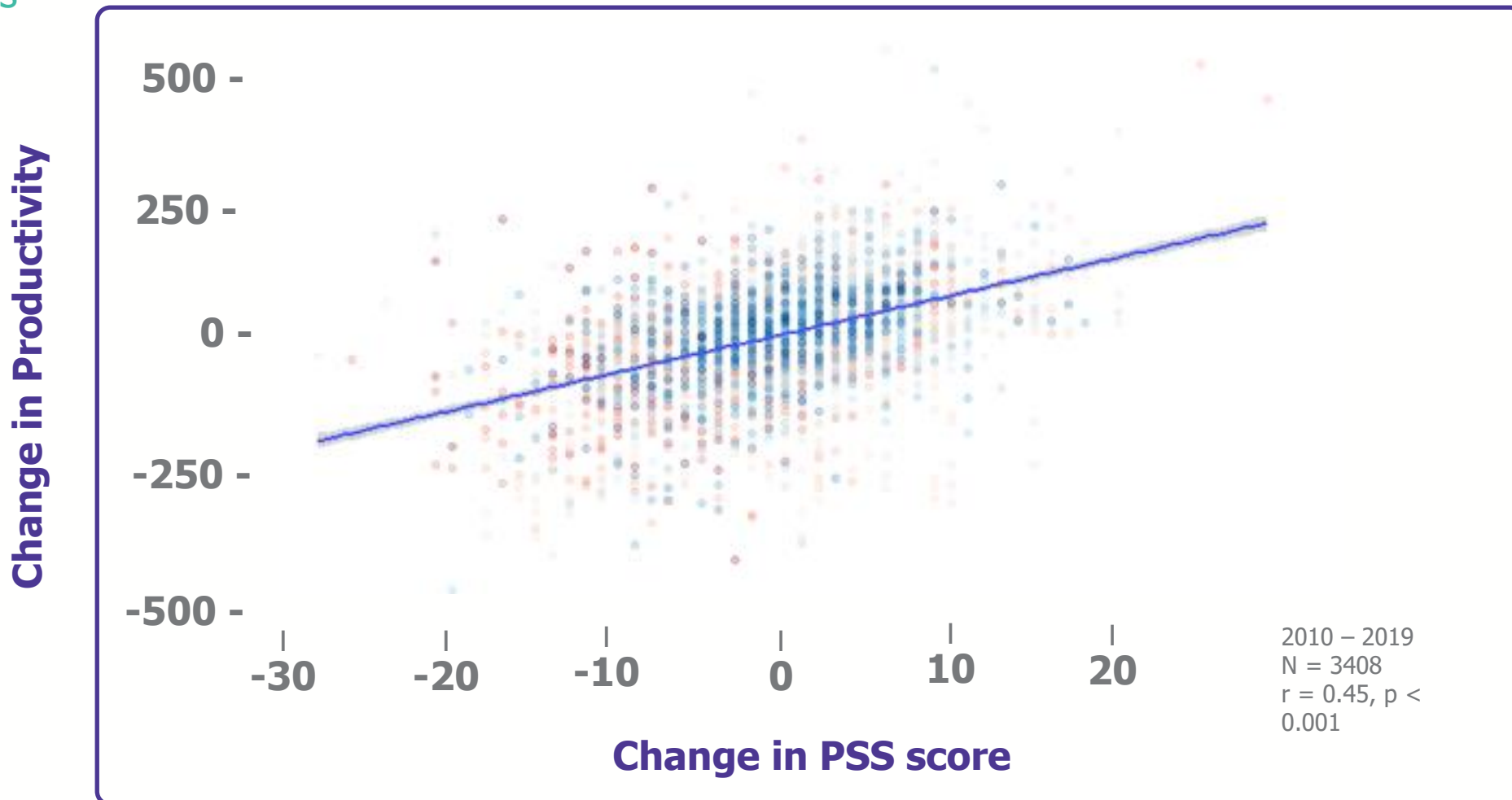


Comparison of Employee Resilience Against Productivity and Engagement



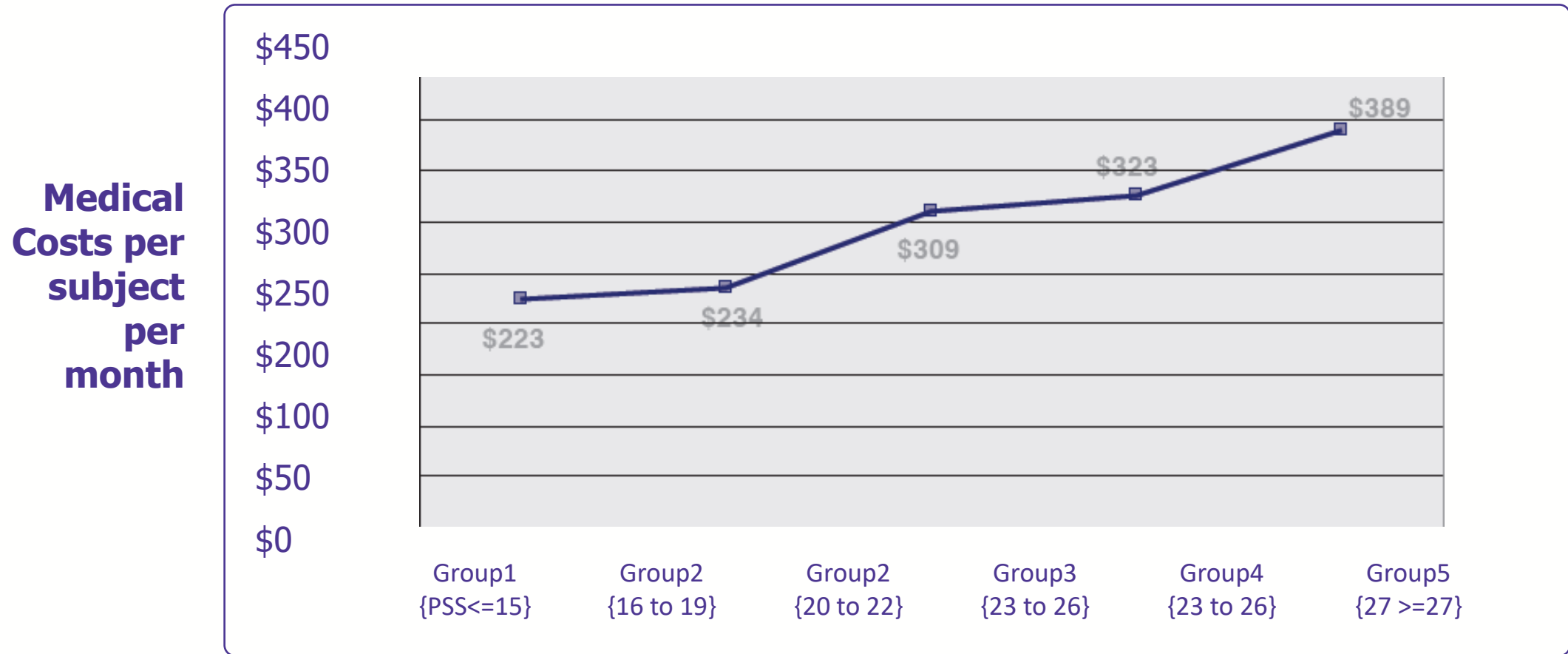
1 Point Less Stressed = 7 mins More Productive

One-point reduction in Perceived Stress Scale is associated with a gain of 6.8 mins per week in productivity change in PSS helps explain 21% of the variability in Work Limitations Questionnaire outcomes



1 Point PSS = \$96 Claims Cost

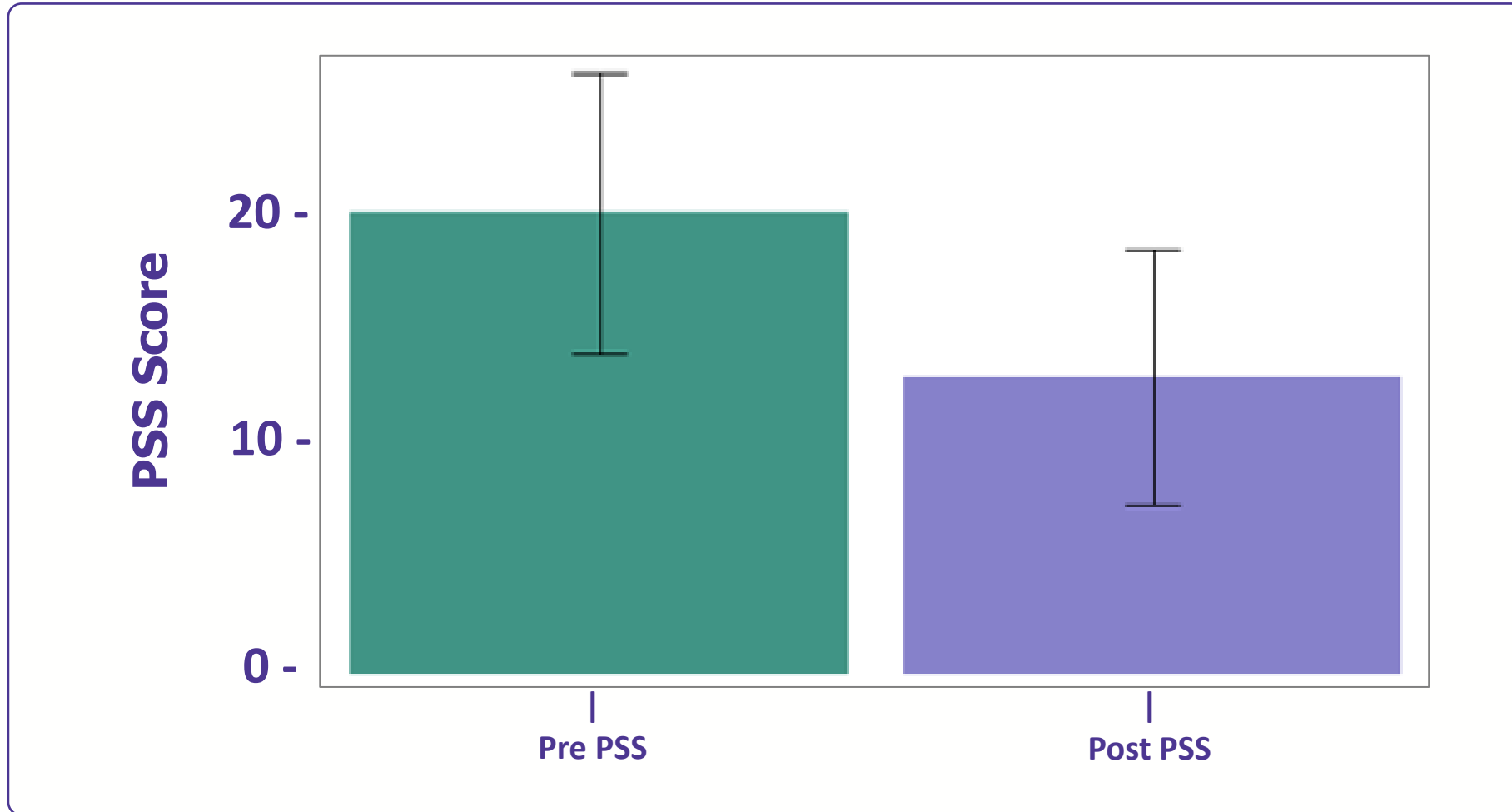
PSS Score by Quintiles vs Medical Costs



PSS Scores group by quintiles
N = 683

74% Improve Stress Levels by Avg 7 Pts

Total scores for the Perceived Stress Scale-10 through the emotional health programs decreased Pre vs Post (74% of participants, -7.28 points reduction)



Transparent Formula For ROI

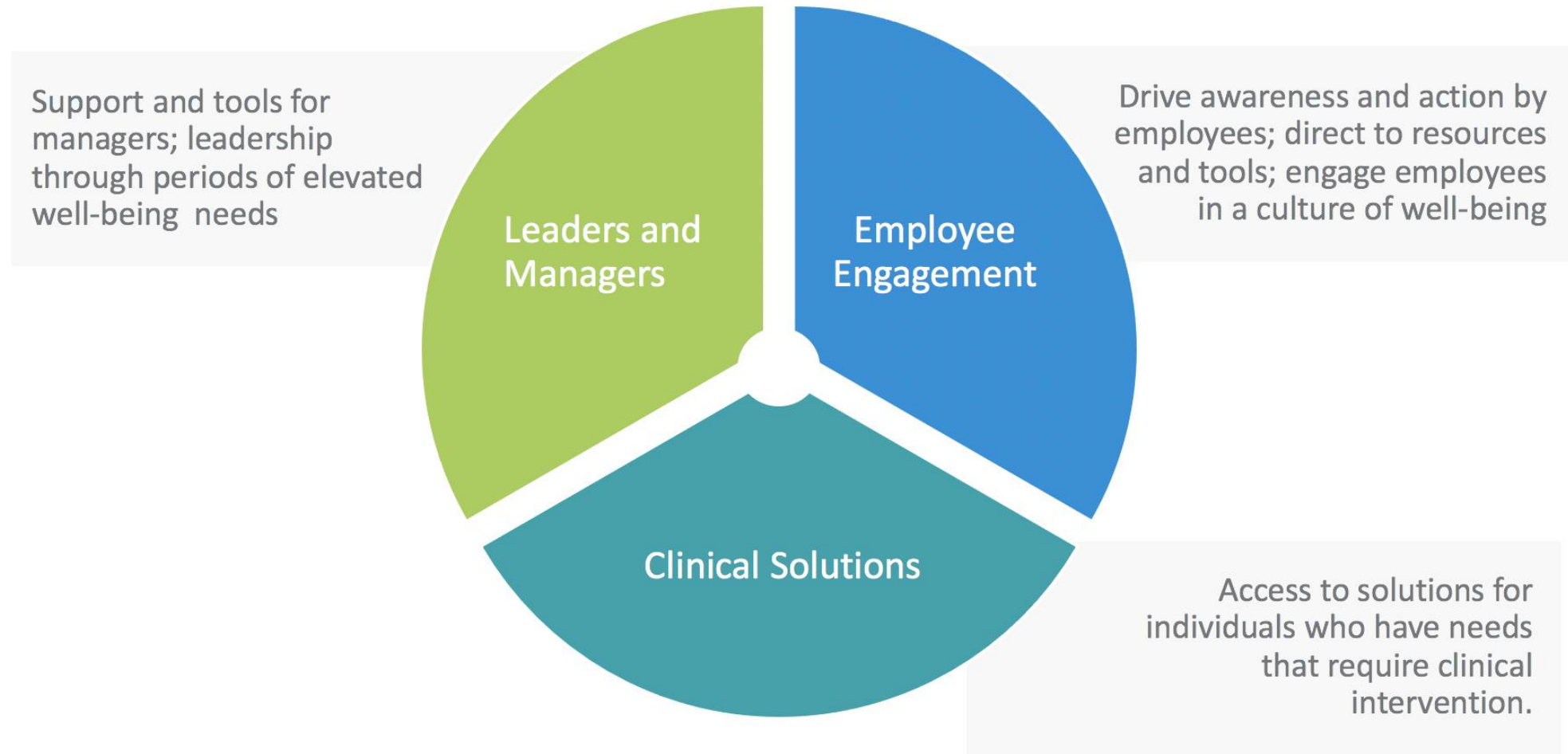
$$\text{\$672} + \text{\$1,840} = 9x \text{ ROI}$$

Improved Health
Claims
(annual)

Improved
Productivity
(avg. \$43.80/hr)

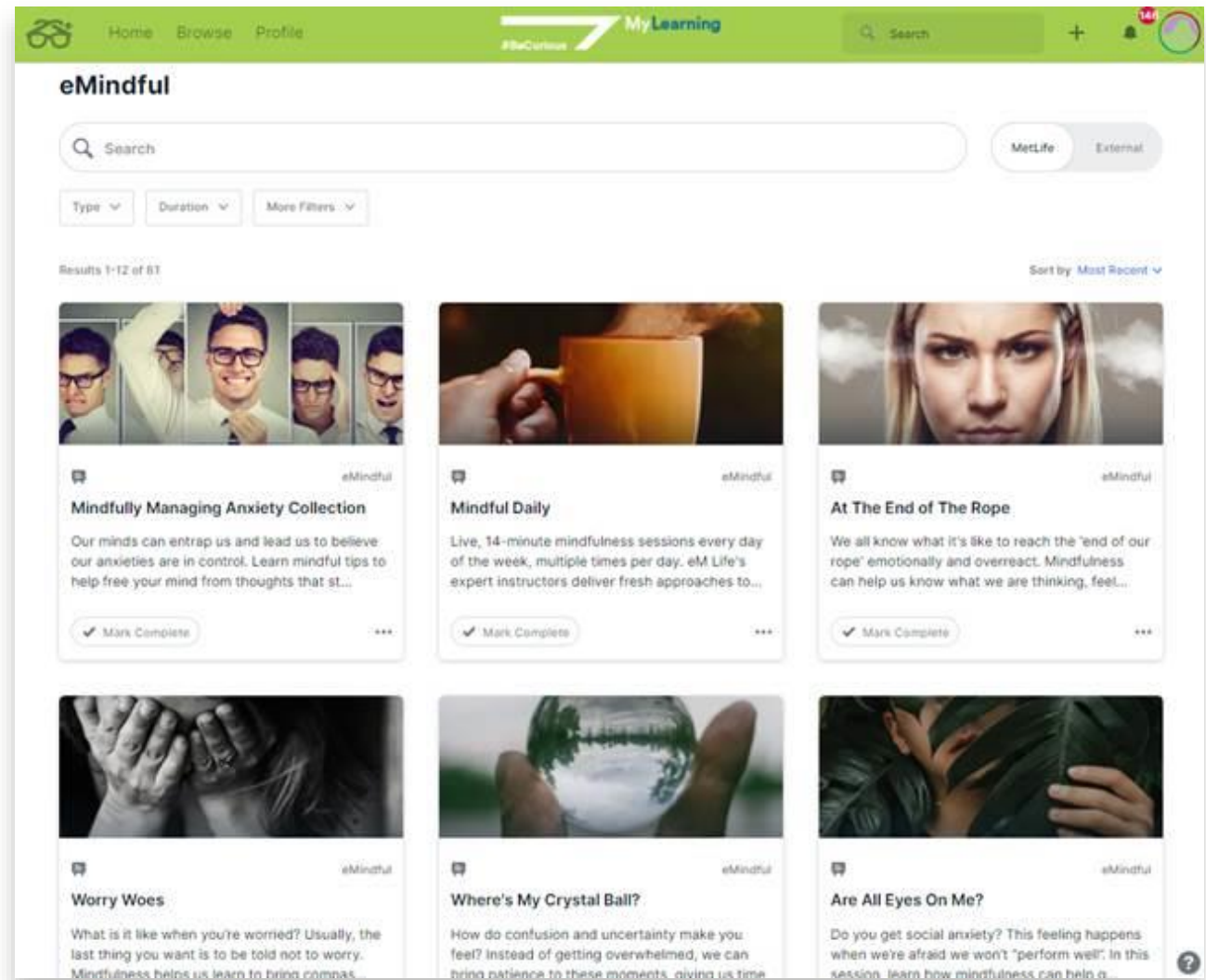
per \$1.00 spent
Industry Avg. =
3x

BeWell Strategic Priorities



An Emotional Health Movement

- Personally
- Culturally
- Structurally



*"Practicing mindfulness is as important as getting the flu shot."
– Amy Marlow*

Value in People

However you're feeling, we want you to BeWell. Create your care package, below.

Let's get started

- 1. Select the services you want to include in your BeWell Care Package
- 2. Select programs and options you want to include in your BeWell Care Package below
- 3. Pick a date to start your BeWell Care Package

MyBalance

Select items to add to your BeWell Care Package at the bottom of this page.

0:50 / 1:15

in this together

MetLife

0:02 / 2:53

All In This Together

All Watched

Value in People

“

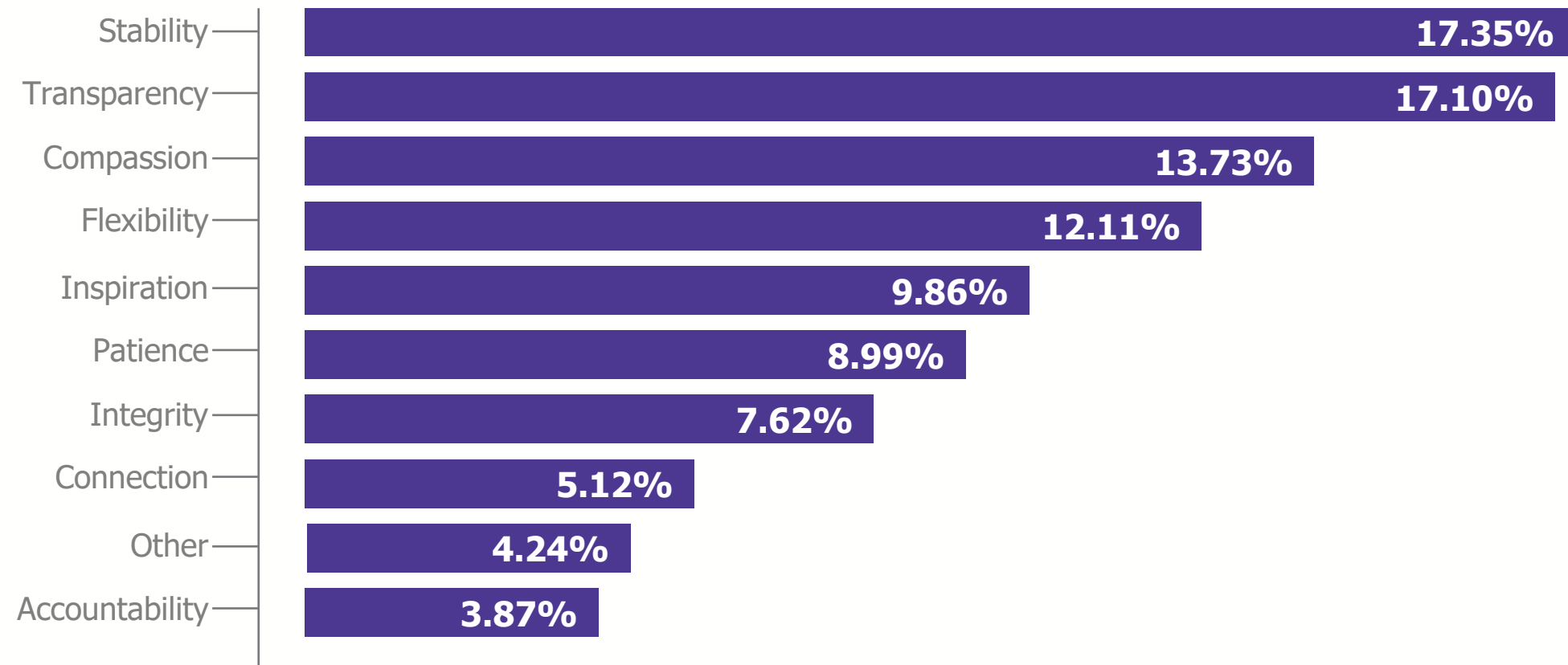
"My manager encourages taking time off for our overall well-being. He has a calm tone when giving feedback, and he does not make any situation feel negative. Overall, I think he recognizes the individual strengths and personalities of each of his employees and builds a relationships based on these."

”

The Reimagined Role of **the Manager**

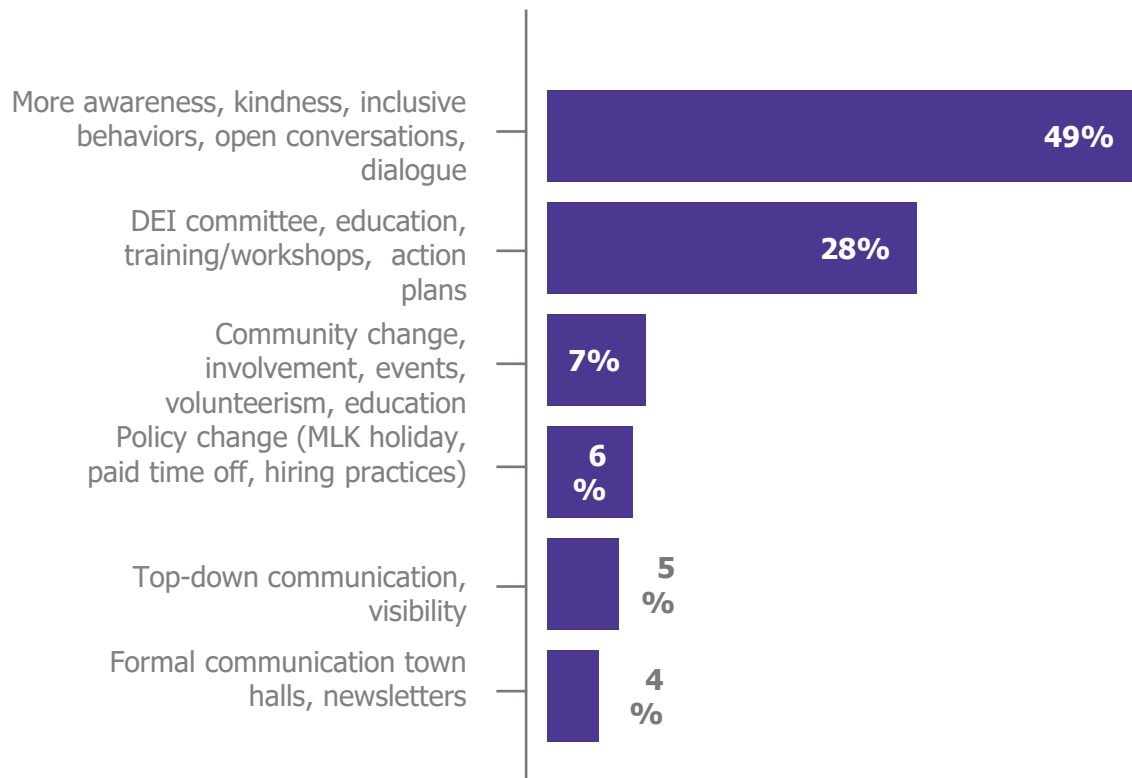
In the midst of COVID-19 in May, we asked, "What do you need from your leadership?"

What do you need from your leadership at your company right now?

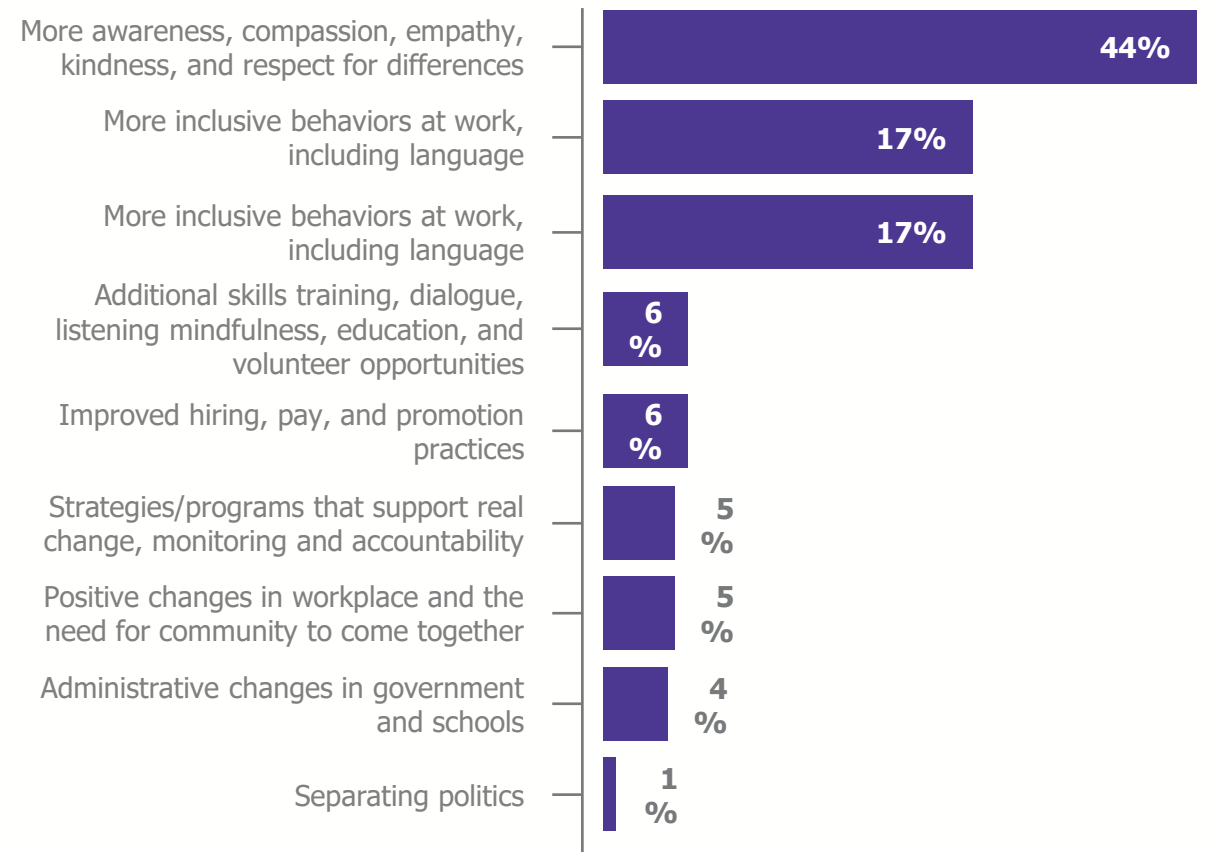


Diversity, Equity & Inclusion in the Workplace

“What changes have you noticed?”



“What changes would you like to see moving forward?”



COVID Anniversary Blueprint – drops 3/11

Table of Contents

AN EMOTIONAL HEALTH MOVEMENT

- Pandemic destigmatizes mental health, and reveals unprecedented challenges
- Meditation goes mainstream
- The powerful connection between mental and physical health

CORPORATE CULTURE SHIFTS

- Office space, re-defined
- Working from home
- Mental health
- Diversity, Equity & inclusion
- Mindfulness as a leadership skill

WORKPLACE BENEFITS

- New employee expectations
- Managing behavioral health costs
- Anywhere care is here to stay

ORGANIZATIONAL CHANGE

- Wellness as a corporate value
- Prioritizing behavioral health in the workplace

MEASURING SUCCESS

- How to measure the success of your employee wellness program

The eMCC™

The eMindful Mindfulness Classification Construct™

Precision Medicine Model For The Mind

Focus

Awareness

**Cognitive
Flexibility**

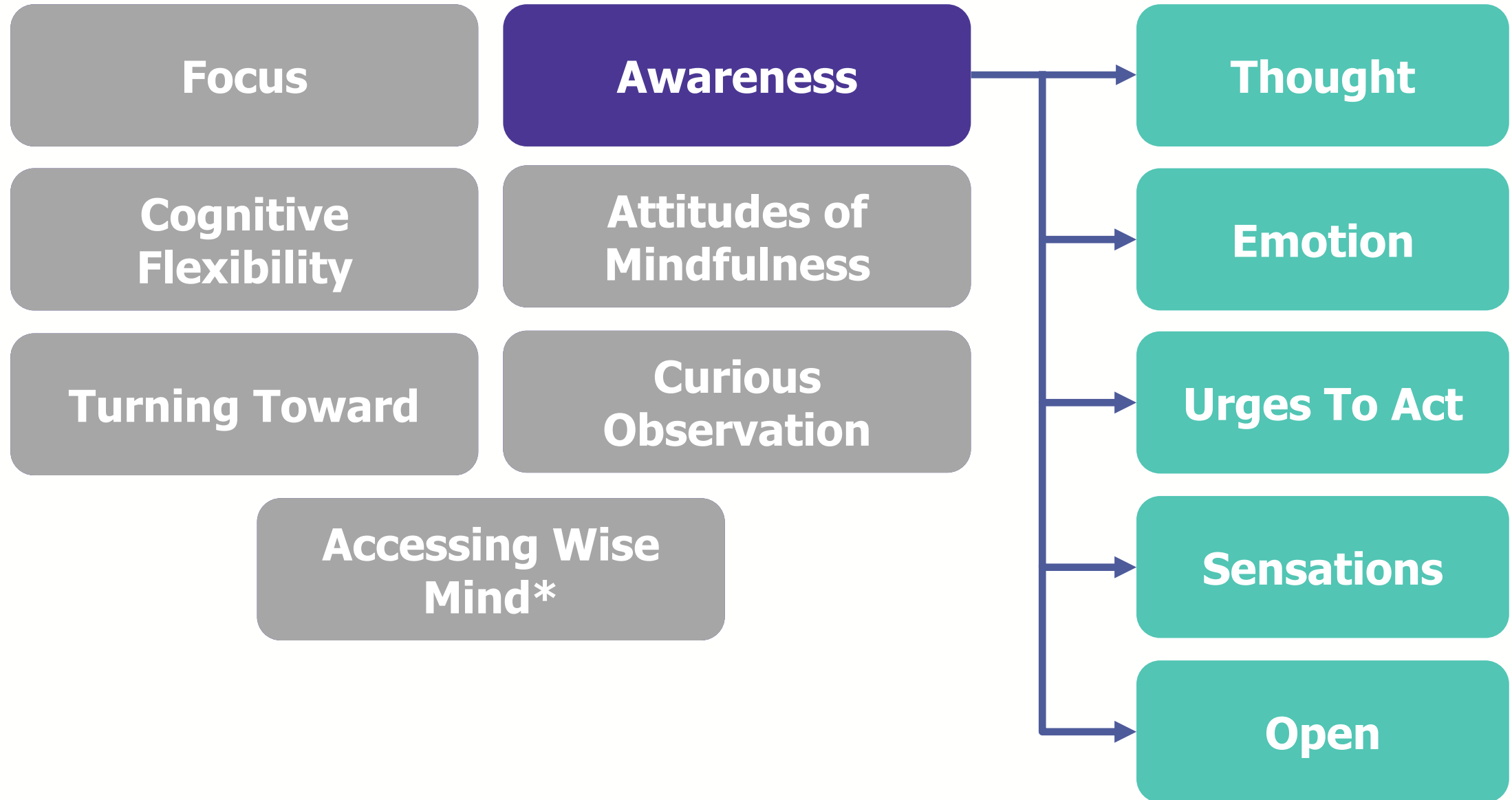
**Attitudes of
Mindfulness**

Turning Toward

**Curious
Observation**

**Accessing Wise
Mind***

Precision Medicine Model For The Mind



Questions?



Thank you

Contact

sales@emindful.com



EMPLOYEE HEALTH CARE PRE-CONFERENCE WEBCAST SERIES

Did you enjoy this webcast?

Make sure to [register](#) for the entire webcast series and check out these upcoming programs:

- [Employer Solutions for COVID-19 Pandemic: A ViacomCBS Case Study \(March 4\)](#)
- [Prioritizing Mental Health Care in 2021: The Foundation to Better Chronic Condition Care \(March 9\)](#)
- [Building a Workforce Mental Health Strategy for 2021 and Beyond \(March 11\)](#)
- [One-size-fits-all Health Care is Not Working: Localized health care is the alternative to the status quo \(March 24\)](#)

And click [here](#) to register our 2021 Employee Health Care Conference:
New York: October 28-29 –or– San Diego: November 18-19



VIRTUAL EVENT

COMMUNICATING EMPLOYEE BENEFITS & COMPENSATION

March 9 – 10, 2021

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