

Unilever's Mental Health Action Plan

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Unilever

A global approach to guide action on mental health

What?

Culture

Addressing stigma, placing mental health conversations on a par with physical health

Leadership

Building awareness and knowledge on mental health, and encouraging role modelling

Prevention

Access to tools and materials to build good mental health and resilience

Support

Strong foundation of anytime, anywhere access to support when feeling challenged

How?

Communications & Campaigns

Enabling the Unilever Community

... with globally scalable tools and programs.

What?

Culture

World Mental Health Day
Ongoing Podcasts and events
Return to Workplace / Home Working
/ Staying in Workplace moments that matter

Leadership

LM training & capability building, including Factory FLMs. Wellbeing check-in support for LMs

Prevention

Mental Health Champions
Team Energy Assessment
Mindfulness Champions & Materials
Clear resilience pathway & training
Employee mental health training

Support

EAP in every country
Mental Health Champions
Bereavement & PTSD support
Global Wellbeing Hub

How?

Communications & Campaigns
Enabling the Unilever Community

Enabling people in our community to give support to others is a powerful and proven approach

Mental Health Champions

These programs have been delivered at scale to deliver proactive Mental Health support for everyone, everywhere in their local language.



I'm a trained Mental Health Champion

If you need someone to talk to, let's chat. Just send me an email or contact me on teams.



"Starting a conversation about mental health can be scary, but it doesn't have to be."

Mindfulness Champions



Welcome to the mindfulness hub

[Home](#) [Mindfulness](#) [Science](#) [Mindfulness at work](#) [Resources](#)



Line Managers Wellbeing Check-in

Listen Up And Listen Deep

"If everyone is moving together, then success takes care of itself."
HENRY FORD

A Wellbeing Check-In

Coronavirus has changed the way we live. It is important that our line managers take a moment to understand what the new normal is for team members so that their wellbeing can be protected. Simple "Check In" should be completed with all employees and can be bolted on to both the Future Fit Plan and Return to Workplace conversations.



Who I am

An example

Things that are keeping me going

Daily walks in the sunshine
Regular exercise
Good coffee
Weekend Zoom pub quiz with the family
Video chats with friends
Music
Cake!

My current work situation

Times you like to work
Working conditions – family, etc.
Exercise preferences
Breaks

How and when to communicate with me

Teams chat is least favorite
Scheduled calls are preferred
Mornings are best if you want a quick call

Things I'm finding challenging

Working with kids in the house
Missing direct contact with colleagues
The coffee station catch-ups
Networking easily with people outside my team

What I'd like to hear about from my LM

Individual success
Team success
New projects
Personal development areas

Click [here](#) to access the Wellbeing@Work Check-in Template that you can use for your conversation.

A Team Mental Health Check-In Activity

Use this to engage your team on a discussion on their mental wellbeing and emotional energy and build awareness understanding how they feel about mental health and how open they are to discussing their issues/support they need or want. Click [here](#) to access the tool.



4 insights from our journey

Globally enabled and locally activated strategy works best

Leadership buy-in is a requirement; active engagement accelerates progress

Building psychological safety and story-telling are key ingredients

The power of a community can propel the agenda like never before...

The return (or not) to workplaces is a critical moment for mental health at work.

Parity with Physical health

Leadership Empathy

Individual Considerations

Signpost support Resources

LM & HR Training

Mental Health Champions / Peer-to-Peer support

Thank you!



Unilever

BHP

Building a mental health action plan

Dr Rob McDonald



BHP – who we are

Our purpose is to bring people and resources together to build a better world

Developed by our people, for our people, our purpose is why we exist as a company – it should guide us in everything we do.

You, our people sit at the heart of our purpose; we all have the opportunity and responsibility to live it through our behaviours, decisions and actions.

What our purpose means for those we work with



People: People sit at the heart of our values – we put their safety first, always. Our people work together to learn and embrace new ways to discover their potential. We celebrate the contribution they make to each other, our Company and to the world.



Communities: We work together with communities through partnerships that create investment, provide jobs and generate opportunities for families, towns, regions and nations.



Customers and Suppliers: We develop respectful relationships with customers and suppliers that create mutual value. Together, we build a better world.



Shareholders: The way we work and the resources we develop drive our competitive advantage. Together, we create long-term value and returns.



Society: We produce the resources essential for global progress. We share the benefits fairly for generations to come. We contribute to a resilient environment.



Getting Started

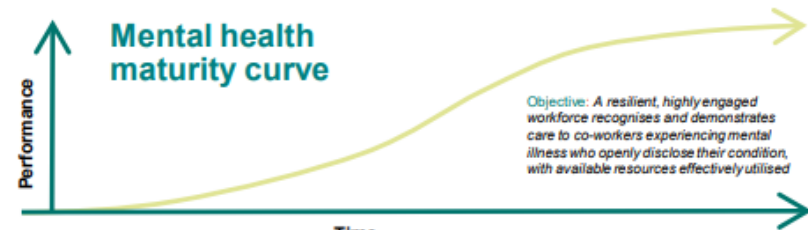
Mental Illness  Sustainably Engaged

People feel valued through demonstration of care

<p>No. 1 contributor to Global Disease Burden (15-49 years)</p> <p>Personal, community and workplace impact</p> <p>Aligned with Charter Values</p> <p>Workplace programs effective AND support sustainable engagement</p>	Culture	<p>Leadership support</p> <p>Communications strategy</p>
	Capacity	<p>Knowledge and skills to respond developed through Leaders Toolkit</p>
	Prevention	<p>Risks identified and controlled</p> <p>Personal resilience enhanced</p>
	Recovery	<p>Personal resources available</p> <p>Inclusive re-integration back to work</p>
Why	What	How



Gaining commitment and implementation



Reactive

- Leadership does not recognise the role of the workplace in supporting better mental health
- Stigma a barrier to conversations on mental health
- Ad-hoc promotion campaigns
- No workplace mental health training
- EAP utilised in response to crisis or performance management
- HR processes and systems not recognised or leveraged to better address factors that can contribute to poor mental health
- Case management only includes work-related injury and illness support

Planned

- Formal business policy or standard developed
- Leaders incorporating mental health messages into formal communications
- Education and awareness training available for front-line leaders
- First responders trained in mental health first aid
- Awareness campaigns formalised and integrated into business calendar
- EAP proactively promoted
- HR systems and processes leveraged
- Case management includes non-work-related illness
- Activity-based metrics in place

Proactive

- Leaders comfortable with informal and formal dialogue on mental health and telling personal stories. Local messages maturing. Conversations being sustained.
- Businesses pulling on Leaders Toolkit to better equip front-line to identify and support team members with mental illness.
- Peer support programs supported and with strong voluntary support from employees
- Strong employees aware of resources available.
- Workplace mental health risks being identified and managed.
- Outcome metrics established
- FIFO camps designed to support

Continuous Improvement

- Recognition of and support for good mental health is embedded in our culture.
- All are comfortable to raise, discuss recognise and respond to mental health issues, concerns and illness (normalisation)
- Risks to mental health are identified and minimised
- Worker resilience is enhanced to deal with the constantly changing environment that we operate in
- Supports are readily available and effectively utilised by those experiencing mental illness without discrimination and proactively by others as a preventative strategy.
- Internal and external benchmarking.



Key challenges and lessons learnt

- Find your champions
- It takes a team
- Match ambition with resources and business readiness
- Changing culture starts with me
- Create the space – people will listen, learn and share
- Recognise we are the same and different
- The importance of of good work



BHP