



# Wellbeing Leadership Series

**Danone - B Vercken**

Global health, Safety and Working conditions Director

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# LEADERSHIP & WELLBEING AT WORK

COVID HELPED US ACHIEVE IN 4 MONTHS WHAT WE DID NOT SUCCEED IN 4 YEARS



**Ignorance**  
BUSINESS PRESSURE  
**Engagement**  
Conflicting priorities  
Hero Culture  
**Denial**  
Helplessness  
Contradictions  
**Fear**  
Need for transformation  
« Pandora Box »

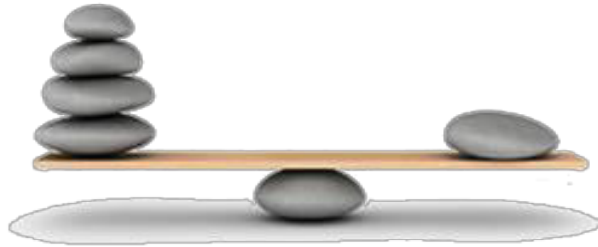


# 3 DRIVERS OF WELLBEING@WORK

ALL OF THEM ARE STRONGLY IMPACTED BY COVID CONSEQUENCES



« I have the resources to do a good job»



**Demands**

**Resources**

- Balanced use of my **time**
- Effective use of my **skills**
- Understanding of my **role**
- **Anticipation** and Autonomy
- Resources & **support**

« I matter, for others and myself»



- Recognition from others
- Pride of my **work**
- **Belonging** and participation
- **Meaning** & Values
- N+1 direction & feedback

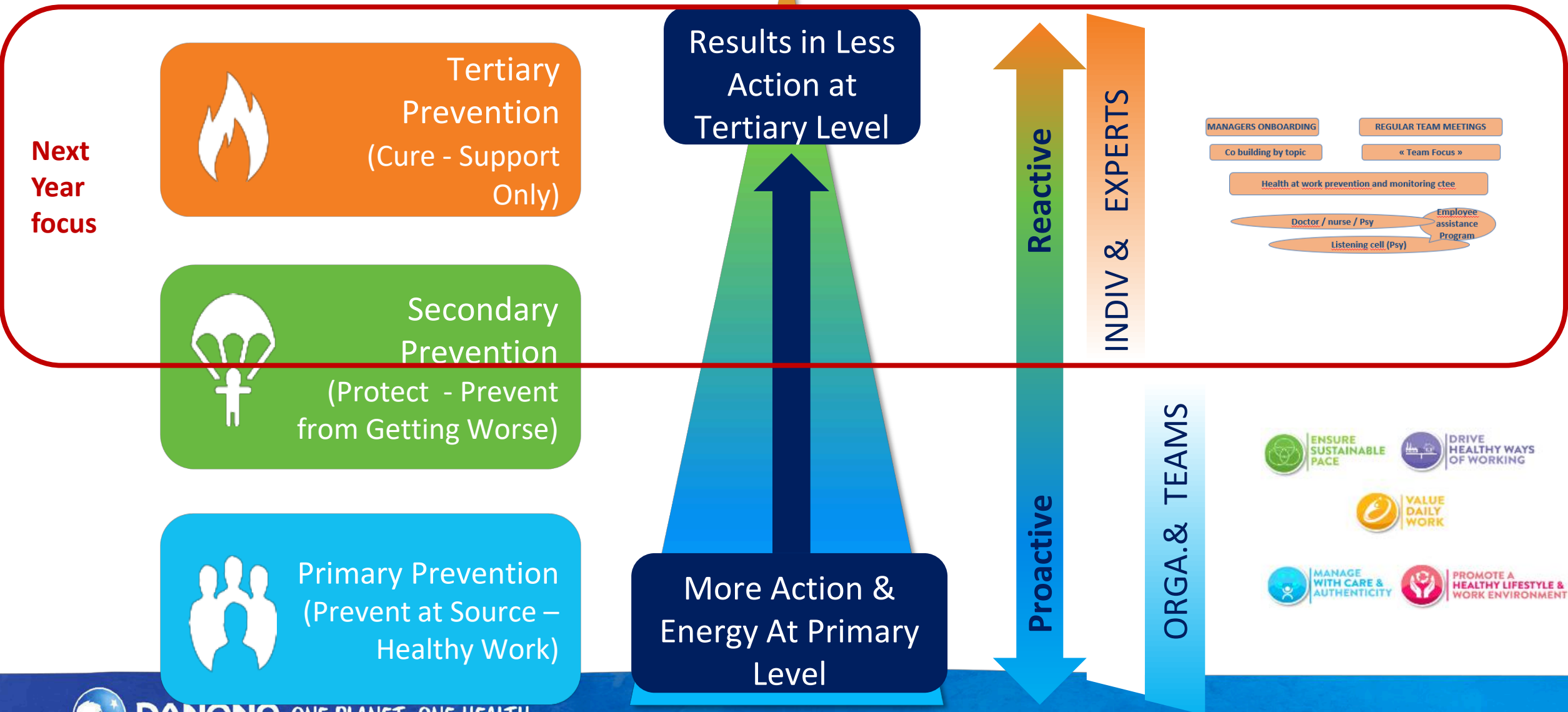
« I build a Meaningful future»



- Building competencies
- **Personal** Development
- **Visibility** on the future
- Job **security**

# HOW TO ADDRESS WELL-BEING @WORK

WITH COVID THE FOCUS ON TERTIARY AND SECONDARY PREVENTION IS CRITICAL





# LEADERSHIP & WELLBEING AT WORK

COVID RAISES QUESTIONS ON COMPANY RESPONSIBILITY ON EMPLOYEE HEALTH



**HOMEWORKING VS  
BACK TO WORKPLACE ?  
a case for physical vs  
mental health a risk  
assessment**



**CAN DIGITAL TRULY MAKE-UP FOR  
ALL THE COVID IMPACTS ?**

RealWear Glasses



**HOW FAR CAN A CORPORATION  
LEGITIMATELY GO TO PROTECT  
EMPLOYEES' HEALTH ?**



**DANONE** ONE PLANET. ONE HEALTH

# LEADERSHIP & WELLBEING AT WORK

LEADERSHIP RESPONSIBILITY IS TO RESCUE, MONITOR AND EQUIP



**DANONE** ONE PLANET. ONE HEALTH

# LEADERSHIP & WELLBEING AT WORK

## LEADERSHIP RESPONSIBILITY IS TO RESCUE, MONITOR AND EQUIP



### Employee Assistance program

Employee assistance program (EAP)

EMOTIONAL SUPPORT



PRACTICAL SUPPORT

PHYSICAL SUPPORT

**DANONE DEDICATED HELPLINE**

Due to the recent coronavirus outbreak, Danone has arranged a telephone helpline for employees and family members. This helpline is staffed by counselors who are available to listen and provide support during difficult times.

If you have been affected by the situation, counselors are available to help. Just call.

The helpline is available 24/7. It is confidential and at no cost to you. You may also contact a counselor by email or text message at the numbers below.

**UNDER THIS SERVICE, YOU HAVE ACCESS TO:**

- 24/7 CONFIDENTIAL SUPPORT
- Immediate support to assist with stress management

**ACCESS NOW**

Toll Free & Reverse Call Numbers: See Phone Grid

SMS TEXTING: +44 790 934 1229  
(Please text messaging into the night)

EMAIL: [support@resourcesforwellbeing.com](mailto:support@resourcesforwellbeing.com)

Contact us for free for confidential assistance

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ONE PLANET. ONE HEALTH

### Employee surveys

My manager genuinely cares about my wellbeing.



I am able to sustain the level of energy I need throughout the work day.



The mental and physical demands of my job are acceptable over the long term.



What needs to be improved in this context of high pressure

#### WORKLOAD

- High workload, increase of scope
- Overwhelmed by urgent deadlines and deliverables
- Too many meetings, schedules full of back-to-back WebEx
- Lack of resources and under pressure

#### PSYCHOLOGICAL & MENTAL SUPPORT

- Resources, training to combat stress
- Mental health awareness & services

#### WFH EQUIPMENT & COMPENSATION

- Ergonomic equipment & tools for healthy home office conditions
- Compensation for home office expenses (internet, lunch vouchers)

#### WORK LIFE BALANCE

- Prioritize taking into account covid-19 context
- Review business objectives, adjust targets and set realistic goals

- Respect working hours, lunch breaks, evenings and weekends, stop overtime, give real breaks for holidays
- Allow flexible organization of schedule
- Starts by leading by example

#### RECOGNITION OF ALL EMPLOYEES

- Acknowledge extra effort
- Risk allowance, salary adjustment, wage increases
- Track extra hours, overtime pay

### Awareness, communication & training

*Stay Strong - Stay Safe*

EFFICIENCY

PHYSICAL HEALTH

PROXIMITY MANAGEMENT

MENTAL HEALTH

SOLIDARITY & CARING



# Last word



## Metaphor of the oxygen mask



It starts with us

Yes us !  
*Especially in HR*

First take care of yourself, to be able to take  
good care of others



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