

A photograph of two men in a warehouse setting. The man on the left is wearing a light blue shirt, a yellow safety vest, and jeans, and is holding a yellow hard hat. The man on the right is wearing a dark blue polo shirt, a yellow safety vest, a yellow hard hat, and jeans. They are shaking hands. The background shows stacks of cardboard boxes on pallets in a well-lit warehouse.

Leadership's Guide to Empowering Employee Wellbeing



Empowering Employees Wellbeing

▶ Experienced leaders recognize the significance of guiding a team comprised of individuals who are not only capable of fulfilling their tasks but also maintain a state of well-being. A leader who commands the respect of each team member through principles of integrity, equity, and accountability fosters a harmonious and collaborative work atmosphere. Wellbeing initiatives dedicated to bolstering the mental and emotional health of employees serve as effective tools for leaders of diverse backgrounds to confront underlying challenges that the team and its members may encounter. It becomes the managerial duty to make a substantial contribution to the success of these initiatives. In the forthcoming white paper, we delve into how leaders can shoulder this responsibility effectively.

Key Findings:

- ▶ There are measures leaders can take to strengthen wellbeing initiatives.
- ▶ Leaders can directly impact the results of their company wellbeing program.
- ▶ Concerned leaders can help to ensure their employees are up to the job.
- ▶ Leaders are in a unique position to support good employee mental and emotional health.



The Importance of Leadership and Their Actions

C-level executives and team leaders face a multitude of challenges in today's workplace. They grapple with the pressing need to enhance employee wellbeing while simultaneously achieving business goals. Balancing the two can be a delicate act, as they strive to boost team morale, reduce absenteeism, and enhance productivity. These leaders also seek ways to curb rising healthcare costs and mitigate the potential impact of stress-related issues on their workforce. Ultimately, their goal is to create a workplace environment where employees thrive, which, in turn, drives organizational success.

For this reason, they play a pivotal role in the success of the employee wellbeing initiatives. They serve as key influencers and drivers of change within the organization. Their commitment to the program sets the tone for its adoption and acceptance among employees. By championing the program, they create a culture that values wellbeing, making it more likely for employees to actively engage. Additionally,

their strategic insights and support ensure that the program aligns with the organization's goals and remains sustainable over time. In essence, their leadership is instrumental in turning the program into a catalyst for improved employee wellbeing, productivity, and overall organizational success.



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Making a Difference

Although workplace wellbeing programs significantly vary due to unique company goals and the individual needs of the workforce, leaders can help shape the outcomes beneficial to both employee achievement and business success. There are steps leaders can take motivating staff to make use of the opportunities available to support and sustain a healthy, resilient, well-adjusted and productive workforce.

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Leading by Example

Demonstrating work-life balance, taking breaks, determining a sensible workload and setting realistic expectations can inspire employees to do the same. Leaders modelling positive mental and emotional health behaviors can openly acknowledge their own stress triggers and personal challenges as a case in point when appropriate.

Creating a Supportive Work Environment

Building a flexible workplace culture that values mental health and wellbeing by fostering a sense of belonging and community can encourage open communication among as well as between staff and leaders. Leaders respecting staff diversity and preferences can help to alleviate the stigma associated with mental health issues by offering a variety of initiatives suitable to different needs and interests so there is something for everyone.



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Training and Education

Participating in targeted training and accessing proper educational resources can enable leaders to recognize the signs indicating mental health issues and know how to empathetically and effectively respond when employees ask for help. Training in conducting wellbeing conversations is one way leaders can be equipped with the tools they need to quickly perceive and relieve symptoms so they can get to the root cause and help solve problems.

Engaging Employees

Taking a genuine interest in employee personal and professional wellbeing by listening to stories of achievement or disappointment can provide leaders the insight they need to really understand individual needs and concerns. Regular check-ins enable leaders to realistically assess workloads, stress levels and work satisfaction so they can accurately assess conditions, uncover setbacks and monitor progress.

Identifying Early Warning Signs

Paying attention to changes in employee mood, behavior, performance or engagement that may indicate mental health or wellbeing challenges can give leaders the jump on intervening at an early stage and preventing issues from escalating to unwanted or even dangerous levels. Leaders must therefore know their employees and be aware of circumstances affecting that employee in order to notice red flag warnings along the way.



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Providing Resources and Support

Making sure they themselves are aware of and understand the mental health and wellbeing resources available to their staff enables leaders to speak with confidence when giving advice and recommendations to employees. Whether suggesting an employee assistance program (EAP) or counseling services, leaders need to be informed and encouraged to recommend resources and support to employees who may need help.

Accommodations and Flexibility

Being able to adapt to employees taking time off for mental health reasons, leaders can offset absenteeism by working with human resources (HR) to provide reasonable solutions such as adjusted work hours, modified job responsibilities or remote work options. Creative and supportive leaders can work to find a resolution beneficial to both the employee and the company while staying true to their wellbeing commitments.

Setting Realistic Expectations

Leaders defining realistic goals and expectations for their teams foster clarity, motivation, and engagement while preventing team members from feeling overwhelmed or experiencing burnout. It also aligns efforts, facilitates tracking progress and evaluating the program's effectiveness while encouraging continuous improvement, contributing to the long-term success of a wellbeing program.





Empowering Employees Wellbeing

Crisis Response and Support

Knowing how to immediately access support and resources appropriate to each unique crisis should be another tool in every leader's utility belt. Leaders that act to make sure crisis response protocols have been properly developed, are in place and easy to follow ensure quick and effective care for anyone experiencing a mental health crisis at work. Responsible leaders will stay on the scene supporting the individual to the best of their trained abilities until help arrives.

Promoting Self-Care

Encouraging employees to prioritize their mental health alongside their job responsibilities, leaders can advocate for self-care practices like counseling services or wellness activities such as yoga, meditation or fitness classes that promote physical health and reduce stress levels. Leaders can also endorse employees taking pride in their achievements and giving themselves a good old pat on the back every now and then to remind themselves of their own personal worth.





DEKRA Wellbeing Solution Program

Focused on individual employee needs and unique company goals, the DEKRA Employee Wellbeing Program implements initiatives designed to produce results supporting your corporate wellbeing culture. We follow an integrated strategy implementing comprehensive:

- ▶ **Assessment**
Preliminary evaluation using surveys, data analysis, focus groups, interviews and observations to determine the current state of wellbeing in your corporate culture.
- ▶ **Leadership Motivation & Education**
Training and one-on-one coaching designed to motivate leaders, managers and team supervisors to increase sensibilities and accept wellbeing responsibility.
- ▶ **Workforce Motivation & Education**
Targeted training and day-to-day support encouraging workers to pay attention to personal wellbeing and understand its effects on their behavior and decision-making.
- ▶ **Remeasure & Re-evaluation**
Post training reassessment comparing the before and after wellbeing of your most valuable asset – your workforce -making adjustments where necessary.

Having analyzed the challenges to developing, implementing, evaluating and maintaining measures to promote and sustain a healthy workforce, we provide a flexible, modular program tailored to fit your company that is geared toward sustainable success and ongoing optimization of wellbeing in your workplace. Our DEKRA Wellbeing Solution has been devised to purposefully support efforts to:

- ▶ Protect the health and wellbeing of the entire workforce
- ▶ Create a culture of care and wellbeing values throughout your business
- ▶ Raise productivity and increase resiliency
- ▶ Save time and resources
- ▶ Increase employee loyalty
- ▶ Maximize workplace safety
- ▶ Provide sustainable support for optimal results
- ▶ Strengthen your brand and respected reputation

Committed DEKRA experts recognize the importance leadership plays in the effectiveness of any wellbeing program. We provide group training and one-on-one coaching designed to motivate leaders, managers and team supervisors to increase sensibilities and accept responsibility for their own and their employees' mental health and general wellbeing.

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A Powerful Message

By emphasizing the role of leadership in the corporate wellbeing culture, companies can create an environment that prioritizes mental and emotional health, reduces stigma, promotes self-care and a healthy lifestyle and supports all tiers of the workforce dealing with personal and professional challenges. When leaders actively promote and participate in these efforts, they demonstrate their dedication to ensuring employee health as well as recognizing the benefits such programs afford their own wellbeing. Strong leaders aspire to lead a healthy and well-balanced workforce, and employees prefer to be led by individuals who are capable and grounded. Holding leaders to equal or higher standards sends a clear message that the organization values and respects all its staff, willing to invest in helping each employee reach their full potential, happiness, and health.

Contact us to ensure that your organization's leadership contributes to the success of the employer wellbeing program!

Contact Us!



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A photograph of two industrial workers in green safety suits and white hard hats, standing in a factory setting with large metal pipes. The image is partially obscured by a dark green diagonal overlay.

DEKRA

Health, Safety & Environment (HSE)

Our services aim to help organizations optimize workplace health & safety, protect the environment and foster a culture of care. With our broad ranging expertise from consulting through state-of-the-art training & education solutions, supported by digital tools and innovative software applications, we actively change the behaviors and decision-making processes that have the biggest impact on major accident prevention.

www.dekra.com

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