Colloquium on Global Diversity
February 25, 2022

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Well-being is at the heart of our Conviviality culture

- BetterUp Care
- Well-being Days
- Agile Working Policy
- Life Balance Site
Our BetterUp Journey…is just getting started

April 2021

BetterUp Professional Development Offering Launched

100 Licenses
To date: 1500+ Coaching Sessions

Jan. 2022

BetterUp Care Offering Launched

All Pernod Ricard North America Employees (including hourly + salary)
PLUS Up to 2 Adult Dependents

To date:
• 240+ Coaching Sessions
• 700 (41%) employees have activated their account so far
Well-being days are now offered to recharge and refocus

These well-being days intended to provide some relief after experiencing feelings of burnout, exhaustion, or stress, without having to take PTO days.

This policy was put into place with the expectation that the manager is looking for signs of fatigue and burnout, and then able to address it with this tool.
An agile working policy is always something we offered to our employees. So when the pandemic hit, our employees were able to pivot quickly to working from home.

**AGILE WAYS OF WORKING**

Allowing employees to choose, when, where and how they work – Maximum flexibility with minimum constraints to achieve better results

**Why:**

- In order to lead the U.S. Wine & Spirits Industry in both value and values, our workplace is focused on performance and results. Mere presence at the office does not equate with strong performance.

- We empower employees with flexibility in their ways of working, defining when and where they work most efficiently and productively in order to deliver appropriate results.

- We invest in our talented People. Agile Working supports better balance in the workplace and increases employee satisfaction and vitality.
We created a Life Balance site for wellness resources and tools
We also provided Manager toolkits with additional resources.

Managing Employee Well-Being/Burnout

As an organization well-being is the most important issue on our people agenda. We are in unprecedented times right now in terms of heightened stress and anxiety, combined with transformational change inside our organization. As a result, many employees may be experiencing feelings of burnout, exhaustion, and workplace stress.

Knowing the Signs

Here are some signs to look for in terms of identifying potential issues related to well-being:

- Lack of motivation, which can also manifest as constant fatigue or listlessness, sporadic absences (including an increase for sick/medical reasons)
- Comments indicating the person is constantly worrying about work or is disengaged (e.g., “I’m not making a difference”, “I’m stressed”; “I don’t care”; “Whatever you want to do”)
- Increased cynicism and complaining; irritability; disengagement
- Constant connection to work—e.g., sending or replying to emails/IMs at odd hours, over weekends while on PTO
- Decreased productivity and quality of work (e.g., uncharacteristic mistakes, forgetfulness)

Here are some actions you can take now to help alleviate or mitigate burnout and foster well-being with your team and for yourself.

Resources

Burnout is not something that will pass on its own. As a manager, pay attention to your employees, communicate with them, and recognize the telltale signs of burnout. Step in and help them get back on track when you see things.

Here are resources at your disposal:
And our well-being journey continues...