

# 2023 Global Summit of Women

## Wellness as a new workplace imperative

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# Why invest in employee wellbeing

## Employers Focused on Wellbeing Now More than Ever

Employee wellbeing has risen in importance and prioritization since 2020.



**63%** (NA 70%)

say wellbeing has become more important since 2020



**47%** (NA 52%)

say prioritization of wellbeing has increased since 2020

More companies are taking a strategic approach to wellbeing.



**80%** (NA 83%)

say wellbeing is fully or slightly integrated into their overall business and talent strategy



**13%** (NA 20%)

increase in respondents that say wellbeing is fully or slightly integrated since 2020

Employers are allocating more overall company and benefits funding to wellbeing.



**43%** (NA 52%)

say they have increased their investment in wellbeing

**38%** (NA 32%)

are allocating **≤ 4 percent** of annual benefits funding

**25%** (NA 21%)

are allocating **2-3 percent** of annual benefits funding



# Why invest in employee wellbeing

45

publicly traded companies

762

number of employees in smallest company studied

272,890

number of employees in largest company studied

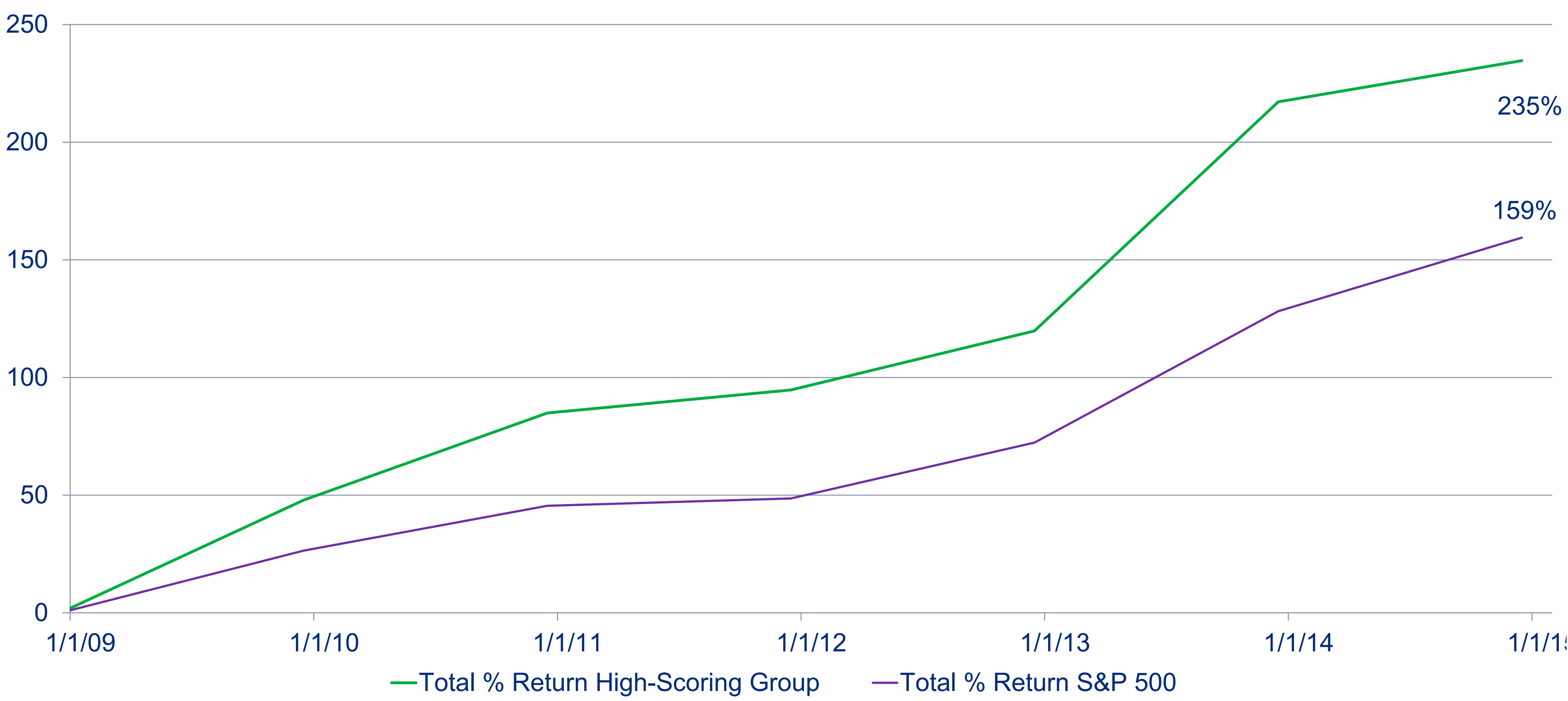
42.8

average age of all employees studied

56%

of workforce was male across all study companies

## Companies with best practice well-being programs out-perform the market



HERO Scorecard “High Scorer” portfolio appreciated 235% vs S&P Index of 159% from 2009-2014

Linking Workplace Health Promotion Best Practices and Organizational Financial Performance: Tracking Market Performance of Companies With Highest Scores on the HERO Scorecard. Grossmeier, J, Fabius, R, Flynn, JP, Noeldner, SP, Fabius, D, Goetzel, R, Anderson, DR JOEM 58 (1) 2016



# Our approach to employee wellbeing





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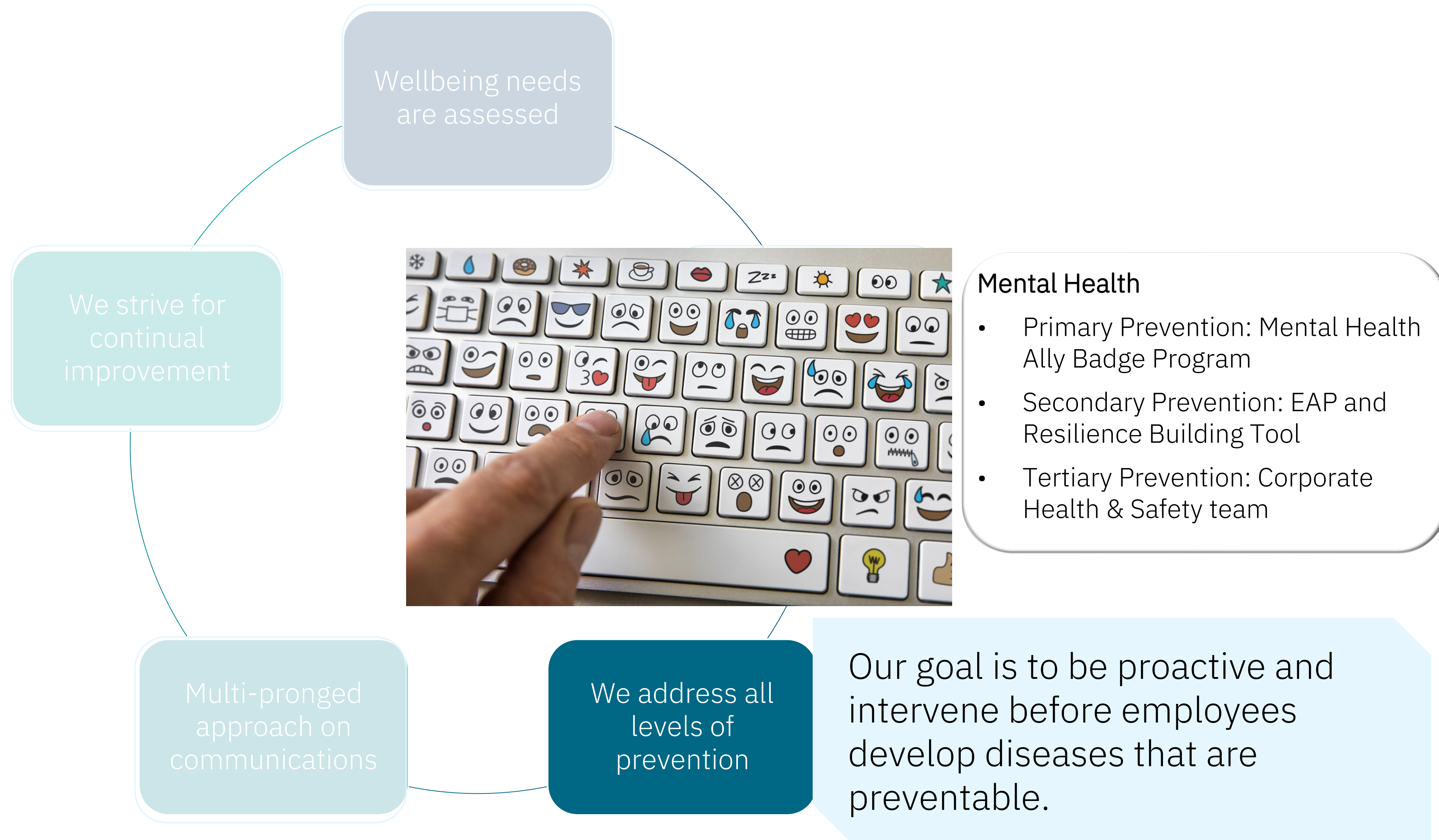


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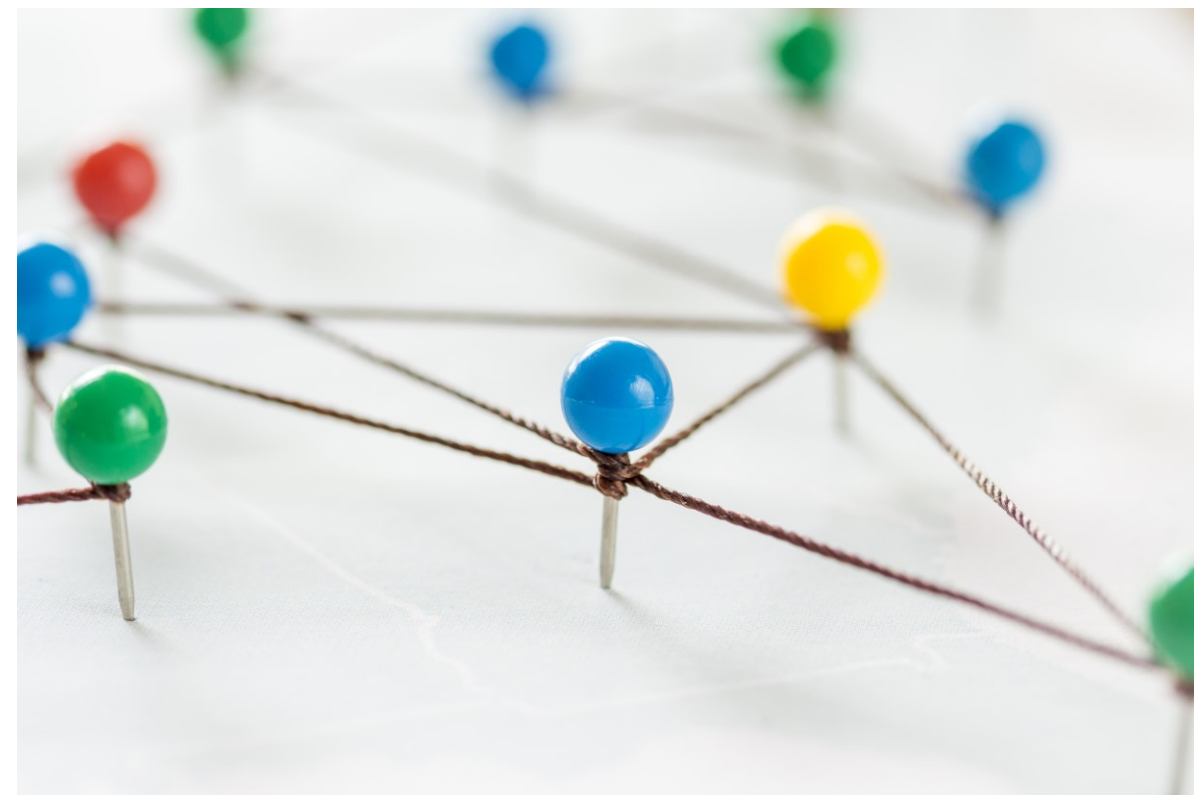




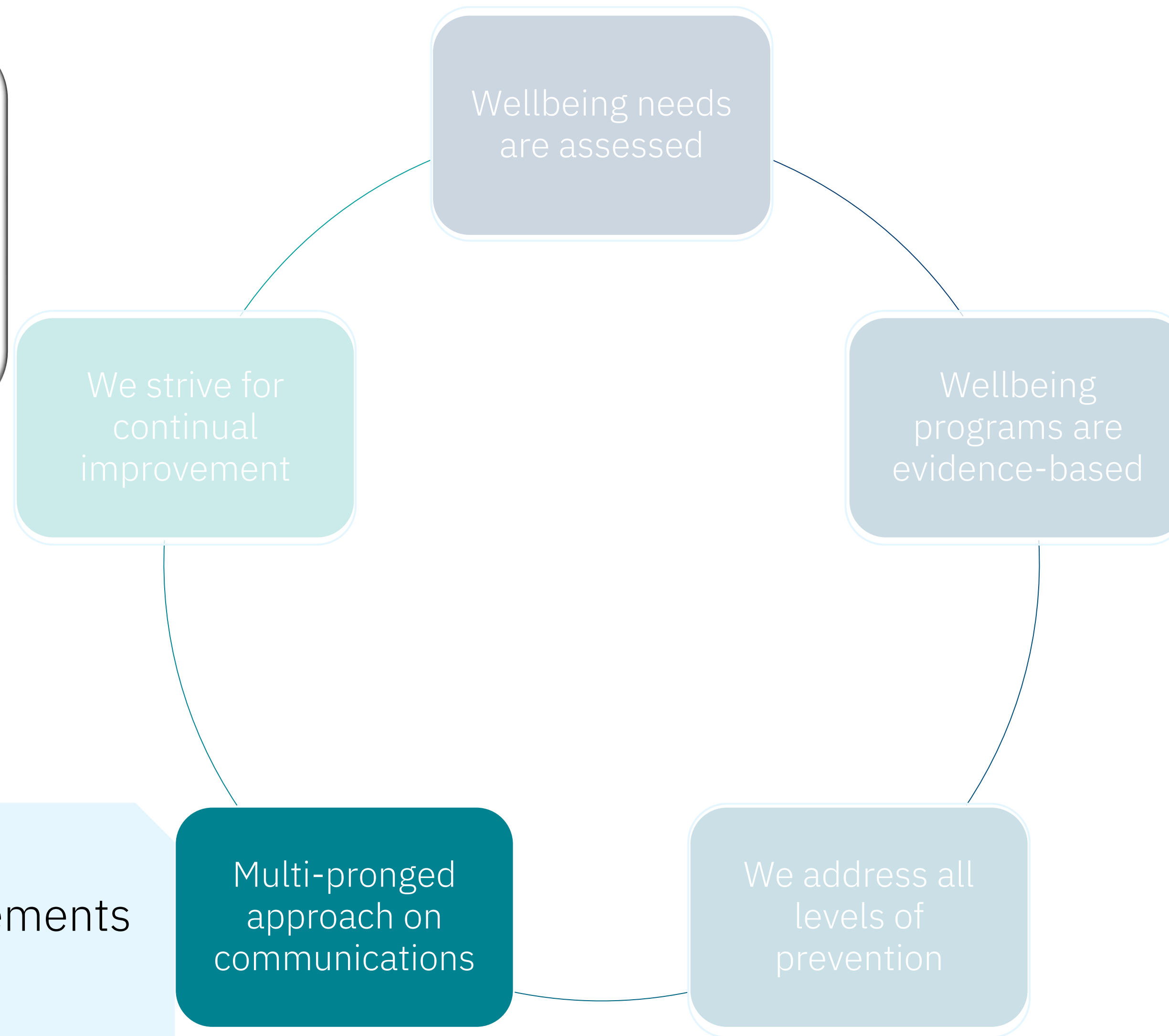
# Our approach to employee wellbeing

## Communication channels:

- Senior leadership communications
- Intranet pages
- Instant messaging apps
- Emails
- Videos

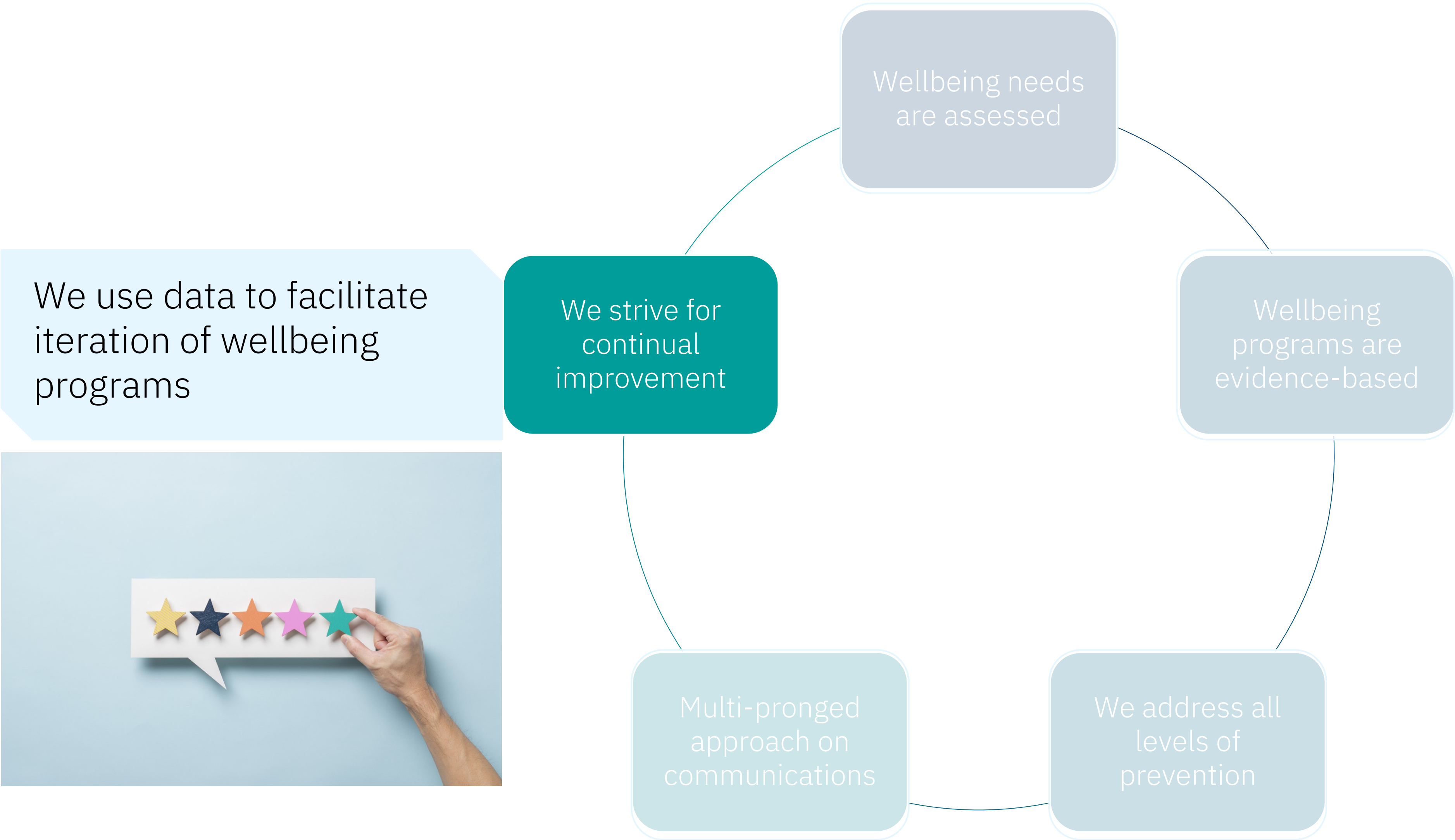


Effective and relevant communications are key elements of our wellbeing programs





# Our approach to employee wellbeing





How this  
changed  
during the  
COVID-19  
pandemic?





## Our overall wellbeing approach did not change but we had to...

- Act more quickly
- Increase the frequency of needs assessment as they change quickly
- Design wellbeing programs real-time to meet the changing needs
- Leverage internal IBM tools and partner with our health plan and vendor partners to deliver wellbeing programs remotely

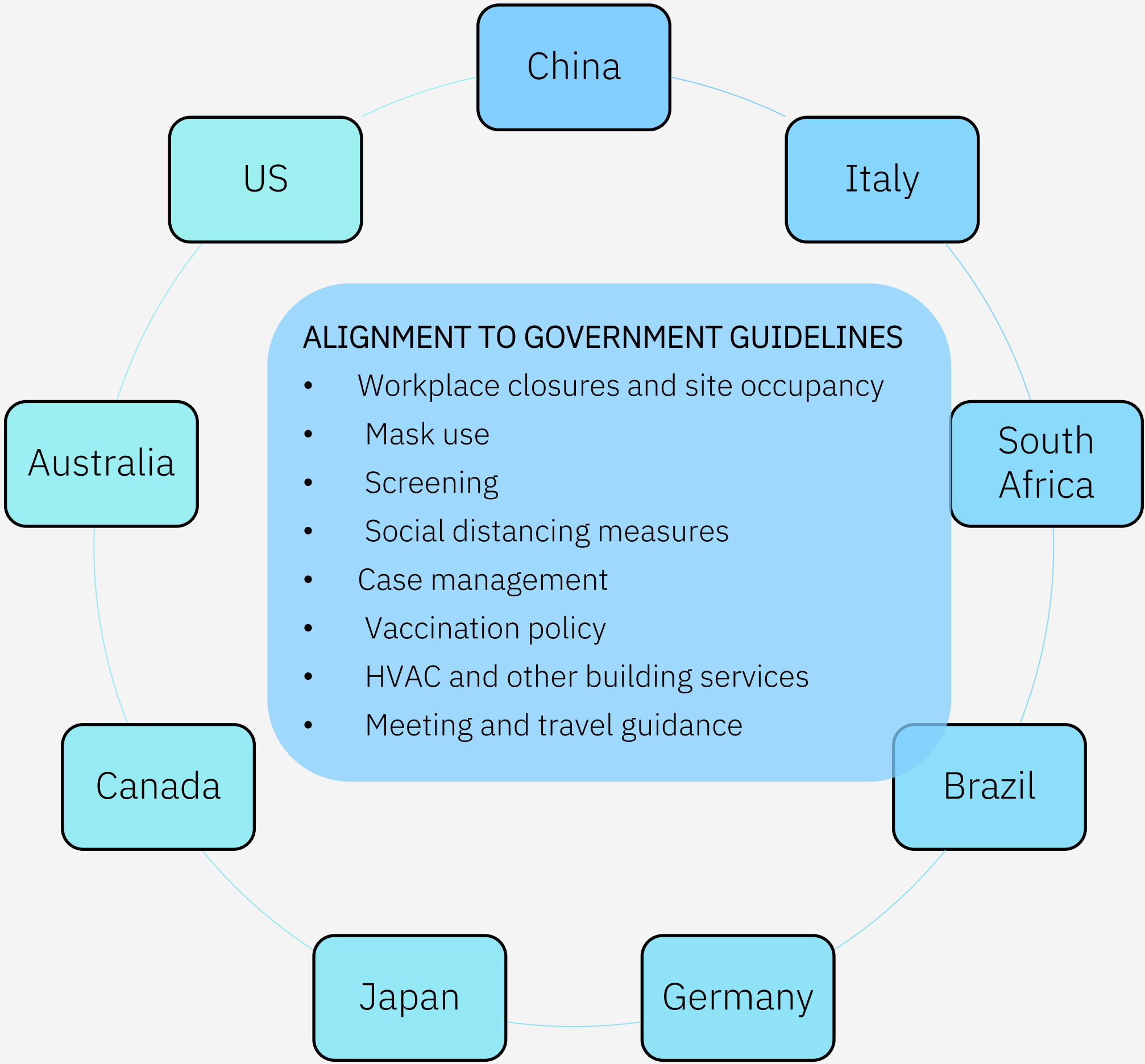




Early stages of the pandemic



When COVID-19 spread becomes more controlled





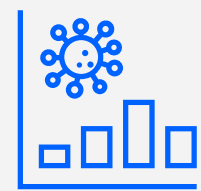
## Where we are now



Increasing mental health concerns



Impacts of delayed preventive health check



Long-COVID



Getting employees back to the workplace



Managing health and safety risks associated with working from home (e.g., ergonomics)

## Resources we provide



### Wellbeing@IBM

A centralized hub for all local and global wellbeing resources and campaigns



### Mental Health Ally Badge Program

An online training that will help you become an ally and be equipped with knowledge on how and where to direct someone who asks for support and to help them connect with an appropriate service or resource.

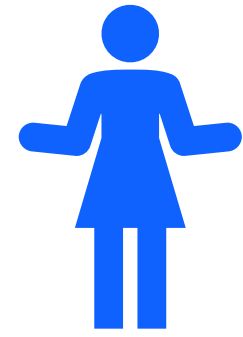
## **Employee Assistance Program**

### Employee Assistance Program

A confidential, 24/7 professional psychological support program



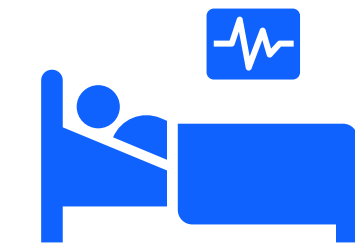
# Focus on women, statistically speaking



Women in 2021 were **more stressed, worried, angry and sad** than they were in 2020 — or at any point in the past decade.



60% of women (>1.5 billion) reported they were **not tested for deadly diseases** (hypertension, cancer, diabetes, STDs) in 2021.



In 2021, **one in four women** (25%) — which represents nearly 650 million women globally — said they **have health problems that prevent them from doing things people their age normally do**, up from 20% in 2020.

Source: [2021 Global Report – The Hologic Global Women’s Health Index](#)



# Wellbeing Programs for Women in IBM

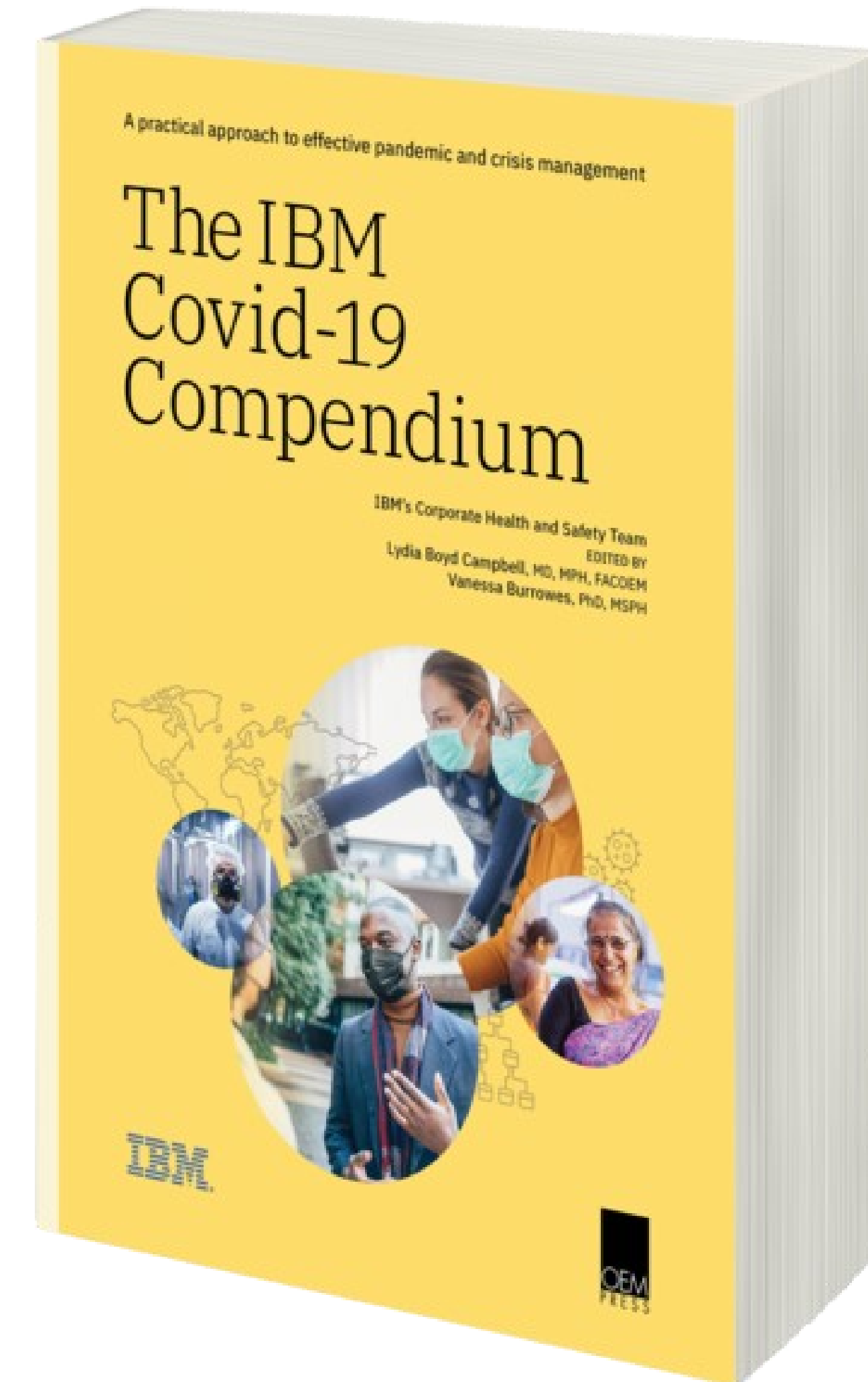
- Wellbeing@IBM
- Resilience building tool
- Employee Assistance Program
- Business Resource Groups (BRGs)
- Reproductive health benefits
- Family leave
- Breast milk delivery program
- Lactation spaces





# The IBM COVID-19 Compendium

- The IBM Covid-19 Compendium provides a truly global, hands-on perspective of how the pandemic unfolded across the world. IBM's experience can provide a template for your company, large or small, to quickly and flexibly manage the next large-scale global emergency, natural tragedy, or man-made disaster.
- IBM's Global Medical Team shares their experience and lessons learned from a large multi-national company in protecting and preserving the health, safety, and well-being of employees around the world throughout the COVID-19 pandemic.
- Features include:
  - 47 contributors across 18 countries document the diversity of their on-the-ground experiences throughout the pandemic
  - Technical safety guidance and considerations around designing workplace policies, organizational controls, and protecting the individual employee
  - Chapters can be referenced or considered individually as opposed to needing to be read successively



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