



Insurance Brokers &
Consultants

Mental Health

EPIC WAY TO WELLNESS Virtual HR Summit
Session 1

Panelists:



Anthony Franzese
Enterprise Account Executive
MNDFL certified meditation teacher
Headspace at Work



Joel Bennett
President
Organization Wellness & Learning
Systems (OWLS)



Josh Solomon
Director, Business Development
wayForward

Facilitator:



Craig Schmidt
Director Wellness and Health Management
EPIC Insurance Brokers and Consultants



Emotional - Resiliency to cope with life's stressors and inspire self-care

Physical - Performance of daily activities supported by nutrition, exercise, rest and disease management

Financial - Security to manage savings, expenses, debt and risk

Personal Development - Opportunities to learn, contribute and grow personally/organizationally

Environment - Tools, resources & policy supporting healthy behaviors

Social - Feeling of belonging, acceptance, comradery and community involvement

Interconnected



MENTAL/EMOTIONAL WELLBEING



COVID-19

1. 7/10 employees state COVID-19 impacted daily routines
2. 2/3 employees state they are feeling more stressed than before COVID-19 pandemic
3. 70% of employees making below \$50,000 are feeling more stressed by the pandemic

Metlife, 18th Annual U.S. Employee Benefit Trends Study 2020



Workplace Stress

1. 9/10 employees report that their workplace stress affects their mental health
2. Employers who do not provide and educate employees on mental health resources are less likely to be perceived as a safe environment
3. 59% employees disagree that their supervisor provides emotional support to help them manage stress

Mental Health America (MHA), 2021 Mind The Workplace Report



Increased investment

1. Mental Health
2. Telemedicine
3. Stress Management

Wellable, 2021 Employee Wellness Industry Trends Report

Registration Survey Results

Do NOT Have
Long-Term Strategy

50%

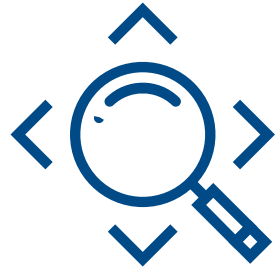
Do NOT Have
Communication Strategy

48%

Increase in Demand

57%

RESOURCES



Assessments

[NIOSH Worker Wellbeing Questionnaire](#)



Communications

[Right Direction For Me](#)
[Mental Health America](#)
[National Institute on Mental Health](#)
[American Psychological Association](#)



Organizational Resources

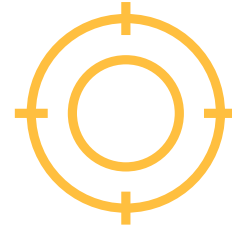
[NIOSH website](#)
[Mental Health America](#)
[Mental Health First Aid](#)
[Architects' Mental Wellbeing Forum](#)
[HelpGuide](#)

EDUCATION TO ACTION



Mental Health Awareness Training

MHFA, Resiliency, Peer Support, Emotional Care, Leadership Skills



Identify All Benefit Resources

Review all your carrier resources, create a list of all tools and resources available to your employees



Identify Opportunities

After resources are identified look for opportunities to enhance or expand your mental and behavioral health offerings



Establish Benchmarks for Success

Employee surveys and feedback, program utilization reports, employee retention and recruitment



Communication Strategy

Create a communication strategy educating employees on resources and how to access benefit programs



Mental Health Awareness Training

Social Distance Firewall

Benchmarking



Beyond EAP Utilization (e.g., Workplace Outcomes Suite; Self-Generated Culture of MH Surveys)

Communications



Peer Support and Wellness Ambassador Training

Identify Benefits



Integrate with Community & Local Public Health (2-1-1, United Way)

Opportunities



National Calendar (Depression, Alcohol, etc.) (Coach, Counseling, Discipline)



**Mental Health
Awareness Training**

**Embed any type of MH Awareness training alongside
other wellness culture strategies**

Benchmarking



**Beyond EAP Utilization
(e.g., Workplace Outcomes
Suite; Self-Generated
Culture of MH Surveys)**

Communications



**Peer Support and
Wellness Ambassador
Training**

Identify Benefits



**Integrate with
Community & Local
Public Health
(2-1-1, United Way)**

Opportunities



**National Calendar
(Depression,
Alcohol, etc.)
(Coach, Counseling,
Discipline)**



ADDITIONAL QUESTIONS, RESOURCES, CONTACTS

MENTAL HEALTH FIRST AID (MHFA)

EPIC & CIGNA teaming up to offering MHFA Training

This is the official MHFA curriculum approved by National Council for Behavioral Health. The training lasts for 6.5 hours within a virtual environment and is facilitated by two certified MHFA instructors following a standardized curriculum. Attendees complete 2 hours of pre-work online before the 6.5 live instruction session that focus on application of a five step model (the ALGEE steps) for identifying when people are experiencing challenges and assisting them until able to connect the person to the appropriate resources.

- Mental Health Awareness – July 29
- Mental Health First Aid Certification

Sessions coming in:

- August
- September
- October

Appendix

Mental Health Information

Crisis Support

National Suicide Prevention Lifeline

Call 1-800-273-TALK (8255)

Crisis Text Line

Text "HELLO" to 741741

Veterans Crisis Line

Call 1-800-273-TALK (8255) and press 1 or text to 838255

Use Veterans Crisis Chat on the web

Substance Abuse and Mental Health Services

Administration (SAMHSA): For general information on mental health and to locate treatment services in your area, **call the SAMHSA Treatment Referral Helpline at 1-800-662-HELP (4357)**



Support Resources

National Agencies

- [Anxiety and Depression Association of America](#)
- [Depression and Bipolar Support Alliance](#)
- [Mental Health America](#)
- [National Alliance on Mental Illness](#)
- [CDC Tools and Resources: People Seeking Support](#)
- [CDC Tools and Resources: Public Health & Professionals](#)

*NOTE – this is not an extensive list, there are more resources available.

Panelist Organizational Background

headspace @ Work

Established: 2010

HeadSpace is the world's most popular meditation and mindfulness app. In the last five years, they have built out a robust corporate program, 'HeadSpace For Work', which has over 2,000 corporate clients globally. In addition to meditation and mindfulness, they offer sleep, movement and focus support



Established: 1985

Proven resilience and mental wellbeing programs. Recognized by The U.S. Surgeon General.

Apply evidenced based tools and strategies, many tested in clinical trials. Team and Organizational resilience, wellness champions, leadership health

Your Best Self at Work



Established: 2015

wayForward is NYC-based and female-founded by psychologist Dr. Navya Singh with the mission of helping more people live emotionally healthy & productive lives.

Delivering comprehensive, digital-first options for the everyday-to-high severity mental health needs.

Headspace for Work

What's included:

- Headspace app with meditation, sleep, move, and focus exercises for the whole family
- Admin solutions – marketing materials, reporting, landing pages
- Consulting – dedicated account management and customer support

30 day free trial link:

<https://work.headspace.com/30daytrial/member-enroll>



Contact:

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PART I: WHO IS OWLS?

THE OWLS DIFFERENCE

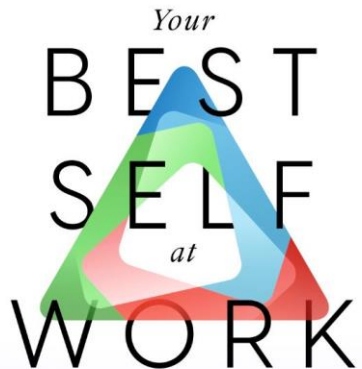
We help you create a lasting solution for well-being, resilience, and mental health. For almost 30 years, we have identified and strategically addressed complex issues and stressors across all levels of an organization.

Mission: We catalyze healthy work cultures from the inside out with science.

Methods: Application of evidence-based tools and strategies, many tested in clinical trials. Including team and organizational resilience, wellness champions, leadership health, healthy work cultures, process consultation, risk management, culture assessment and more.



Our mental well-being programs have been recognized as effective, by independent research groups, including the U.S. Surgeon General.



Excerpt from Joel's new book
Your Best Self at Work



Joel Bennett

owls@organizationalwellness.com

Organizationalwellness.com



wayForward

accessible | effective | affordable

Outcome-focused care
for each employee

Mental health optimized
for today's businesses

- Behavioral Health Coaching (unlimited)
- Therapy
- Self-Use Programs
- Behavioral Health Assessments
- Clinician-Led Sessions
- Enhanced Work-Life/EAP Access
- Data & Reporting
- Account Management
- Marketing, Communications & Launch Support
- Utilization-Based Pricing



Josh Solomon

Director, Business Development

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EPIC Wellness and Health Management

EPIC's Wellness and Health Management practice helps create a strategy around employee health management and enhancing organizational culture. Our team of consultants strives to establish an environment that aligns efforts, resources and initiatives with the core values and principles of the organization.



Meet the Team

EPIC

Wellness & Health Management



Craig Schmidt

Director Wellness & Health Management Solutions



Erin Milliken

Wellness Consultant



Claire Letourneau

Senior Account Exec. Wellness



Amanda LaPointe

Wellness Consultant



Ayana Collins

Wellness Consultant