



ONE MIND AT WORK 8TH ANNUAL GLOBAL FORUM



Doubling Down on Mental Health and
Well-Being in Times of Uncertainty

May 6 - 8, 2024
Napa, CA



A Message from One Mind CEO Dr. Kathy Pike

At One Mind at Work, our mission is to translate science to build workplace best practice that drives measurable impact on workforce mental health. This year's Global Forum was an exploration of uncertainty: what it means for today's business leaders and the global workforce, how we can better interpret data to understand the factors at play and exactly what we have (and don't have) control over, and where we can find inspiration and community to move through uncertainty with a commitment to both kindness and hope.

It was a pleasure to see so many familiar faces over the course of our three-day program, and to meet so many new One Mind at Work members and partners. Our coalition of employers continues to grow, and our approaches to fostering a thriving and engaged workforce continue to mature. As we shared during our panel discussion on the Mental Health at Work Index, organizations that have a mental health strategy score higher in overall mental health maturity than organizations without one. Companies are establishing cross-functional teams, bringing together key stakeholders, communicating more frequently and effectively about the connection between good mental health and workforce engagement, and are leveraging the 3 Ps framework (protection, promotion, provision) into global awareness campaigns. It is an honor to be part of this movement and to see it catch fire.

I can think of no greater endorsement to the power of our efforts than the theme for this year's World Mental Health Day on October 10th: "It is Time to Prioritize Mental Health in the Workplace." I look forward to working with you all to highlight your individual efforts and our collective mission as we get closer to that date. There is so much opportunity ahead of us, and we are charting the path together.

This moment in time might feel like a period of heightened uncertainty. But as we heard at the Global Forum, uncertainty is a fact of life. Looking to the science where it exists and adding to the evidence basis where it doesn't, leading with kindness and transparency, and looking to the future with hope and a strong sense of purpose empowers us to accept that uncertainty and navigate through it effectively.

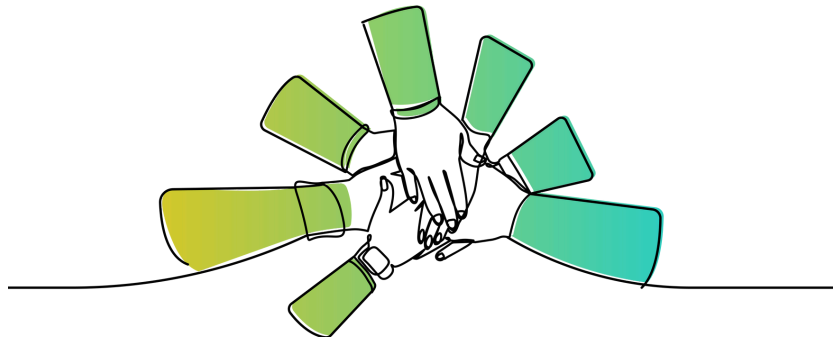
The One Mind at Work team and I are grateful for your time, energy, and passion. Every member of this community is a leader in workplace mental health, and your organizations are better off for the work you lead every day. Thank you, again, to all who were able to join us in person, and for those who were not able to attend – we hope to see you next year!

Best,



Dr. Kathy Pike

CEO, One Mind



Program Schedule

Day 1

Opening Meditation

Eve Lewis-Prieto, Headspace

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UNCERTAINTY

“Sonata Pathétique - Succession” Beethoven / Britell / arr. by Elaine Kwon

Elaine Kwon, piano

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The Uncertainty Paradox

Jeroen Van Baar

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The Impact of Financial Uncertainty on the Employee Experience

Moderator: Stephen Massey, Meteorite

Panelists:

- Dr. Jenna Glover, Headspace
- Laurie Mitchell, Unum
- Emily Watson, TIAA Institute

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Hearing from Our Members: Uncertainty on the Horizon

- Christina McCarthy, One Mind at Work
- Pamela Rich, Business Group on Health

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Connecting the Dots between Mental Health and Diversity, Equity, Inclusion, and Belonging in the Workplace

- Dr. Kathy Pike, One Mind
- Chéla Gage, Starbucks

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UNCERTAINTY

“Landslide - Bridge Over Troubled Water “ Nicks / Simon / arr. by Elaine Kwon

Evan Kahn, cello; Elaine Kwon, piano

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WISDOM

“Cello Suite no. 1 - Prelude” J.S. Bach

Evan Kahn, cello

Program Schedule

Day 1 Continued

Being a Wise Consumer of Data

Sara Gorman, Critica

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A Call to Action for Business Leaders: Insights from the Mental Health at Work Index Annual Report

Moderator: Elisha Engelen, Aon

Panelists:

- David Ballard, One Mind at Work
 - Allison Friend, O'Melveny & Myers
 - Craig Moss, Ethisphere
-

A Global Perspective: The Intersection of Mental Health and DEIB Work

Moderator: Anne Oxrider, Bank of America

Panelists:

- Ryan Sledge, HCA Healthcare
 - Jeffery Tan, Jardine Cycle & Carriage
-

Mars' Data Energy Journey

Helen Wray, Mars

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Alignment for Progress - Achieving 90/90/90 by 2033

Rebecca Bagley, The Kennedy Forum

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Salus Awards

- Garen Staglin, One Mind Board of Directors
 - Gordon Watson, One Mind Board of Directors
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WISDOM

“Libertango” Piazzolla / arr. by Elaine Kwon

Evan Kahn, cello; Elaine Kwon, piano

Program Schedule

Day 2

Supporting the U.S. Workforce

- U.S. Secretary of Commerce Gina Raimondo
- Dr. Kathy Pike, *One Mind*



KINDNESS

“One Mind At Work” Elaine Kwon

Elaine Kwon, piano



The Return on Kindness

Dr. Bonnie Cheng, Hong Kong University



Kindness in Leadership: How Compassionate Leaders Drive Success

Moderator: Dr. Bonnie Cheng, Hong Kong University

Panelists:

- Morra Aarons-Mele, *The Anxious Achiever*
- Melody McClain, *Levi’s*
- Stephen Parker, *Kearney*



One Mind at Work + SHRM Foundation: Supporting HR Leaders

Mary Michael, *Otsuka*

Clay Lord, *SHRM Foundation*



KINDNESS

“I Can See Clearly Now” Nash / arr. by Elaine Kwon

Syndee Winters, vocals; Elaine Kwon, piano



Closing Meditation

Eve Lewis-Prieto, *Headspace*



HOPE

“Dorothy’s Journey Home” Elaine Kwon

Elaine Kwon, piano

Program Schedule

Day 2 Continued

On Hope

Kathryn Goetzke, The Shine Hope Company



Cultivating Hope and Purpose: Empowering Employees for Success

Moderator: Beth Brown, Arthur M. Blank Foundation

Panelists:

- Dr. Shawn Griffin, URAC
- Chief Justice Amy Nechem, Massachusetts State Supreme Court
- Lauren Tevelow, SeekHealing



The Next Class of Innovators: Supporting the Mental Health of the Start-Up Community

Moderator: Sushant Gupta, Meomind

Panelists:

- Dr. Tahilia Rebello, One Mind
- Luis Suarez, Sanarai



On the Horizon: World Economic Forum's Healthy Workforces Initiative

- Dr. Kathy Pike, One Mind
- Dr. Tahilia Rebello, One Mind at Work



Looking Ahead:

- Dr. Kathy Pike, One Mind
- Brandon Staglin, One Mind



HOPE

“Warrior - Firework” Winters / Perry / arr. by Elaine Kwon

Syndee Winters, vocals; Elaine Kwon, piano

Highlights From This Year's Program: Our Featured Speakers



The Uncertainty Paradox

Uncertainty is a constant. Dr. Jeroen van Baar, in his opening presentation, shared a diverse range of research studies that identified uncertainty as a critical driver of stress and anxiety. And we know that employees in today's workplace are responding to what they perceive as heightened uncertainty: with our global economic outlook, facing climate change, and at least 64 countries holding consequential national elections in 2024. The key for employers is not to solve for this uncertainty, but rather to address the levers that are within their control: embracing a culture of clear and consistent communications with workers; promoting principles of psychological safety; providing opportunities for workers to pause, reflect, and recuperate from moments of acute stress. Taking an upstream approach and focusing on the underlying dynamics that are creating or exacerbating stress within the workplace will help leaders and organizations pivot the workplace from a source of stress to a source of security.

"We can't save someone who is struggling in a moment of crisis if we do not also address the larger underlying problems they are facing."

-Dr. Jeroen van Baar

How to Keep Data on Your Side

The world of workplace mental health is evolving rapidly, and the past few years we have experienced so much innovation that it can be hard to keep up with the latest invention, tool, or resource. As a field, we have to rely on high-quality data to inform the evolution of our approaches, and we have to get better at consuming, interpreting, and producing data that becomes meaningful and actionable information. Dr. Sara Gorman shared several best practices for program evaluation, including incorporating measurement before any new program is designed or implemented; including a large population so that data are representative, and, critically, identifying the support you'll need to analyze and present results so that you can be effective in engaging the hearts and minds of key stakeholders so that you have the buy in you need to move forward.



"The effectiveness of mental health programs needs to be accurately measured and not just superficially addressed."

-Dr. Sara Gorman



“Kind leadership is taking intentional action in service to, and for the betterment of, the people in your care.”

-Dr. Bonnie Hayden Cheng

Kindness in Leadership

In her keynote presentation, Dr. Bonnie Hayden Cheng help us set the record straight: being kind is not the same as being nice. Kind leaders communicate clearly, lead with empathy, and expect excellence. And that data don't lie: companies with kind cultures report better performance, greater productivity, greater efficiency, improved customer satisfaction, and reduced costs. Committing to a daily practice of kindness as a leader is, as former AXA CEO Gordon Watson observed, “is so simple, it's profound.”

How to Keep Data on Your Side

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“Hope is not only measurable, but it is also teachable.”

-Kathryn Goetke

Global Forum by the Numbers

123

total attendees

1,800,000

employees represented
by participating member
companies

34

returning member
companies

15

first-time member
companies

49

unique member
companies

Thank You to Our Sponsor

We would like to extend our gratitude to Bank of America for being the exclusive sponsor of the 2024 Global Forum. Their generous support and commitment to mental health in the workplace have played a crucial role in making this event a success. We are deeply appreciative of Bank of America's longstanding partnership with One Mind and One Mind at Work and thank them for their unwavering dedication.

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ONE MIND™
At Work

