

Global Forum 2025

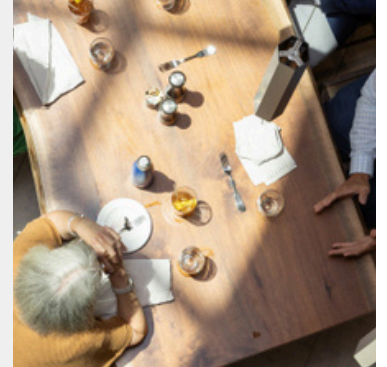
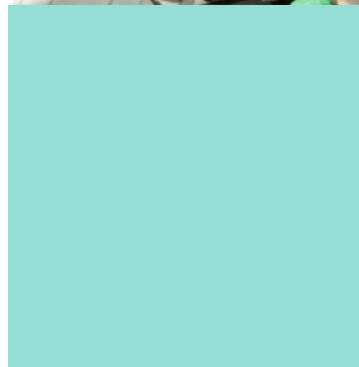
Summary Report



Going Upstream

*Addressing Workforce
Mental Health at the Source*

May 12-14, 2025
Napa, California



Program Highlights

This year's Global Forum was a call to go upstream, examining not just symptoms but the systems shaping mental health in the workplace. In a time when volatility and transformation define the world of work, our community came together to share what's working, challenge what's not, and chart a path toward workforce well-being.

Keynote Speaker



"We must become disenchanted with some of the ways we've always done things. This is the invitation to reset, but not forget, why we're doing this work in the first place."

"Start with you. Share your struggles. Share your strategies. Culture flows from the top; if leaders are silent, so too will be the employees."

Dr. Ashwin Vasan

*Former Commissioner of Public Health for
New York City*

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"We are the stewards of the next path. Employers are the incubators of the future of mental health."

"Mental health is not a siloed issue. It's part of how we define and measure success in our organizations."

Dr. Kathy Pike
CEO of One Mind



Program Highlights

Panels & Fireside Chats

"Bring your own population's data to the table. It reinforces what the research says, and people love their own data."

Cathryn Gunther, Mars



"Inclusion isn't separate from resilience. It's foundational."

"Psychological safety isn't a soft skill; it's a strategic one."

*Chéla Gage, OLI Strategies
One Mind Board Member*

"It's easy to build programs for the people who raise their hands, but what about the ones who don't think mental health applies to them yet?"

Emmanuelle Dias, Capital Group



Program Highlights

Panels & Fireside Chats

"A wise leader watches for the wobble.
Prevention begins upstream, before the
scaffolding starts to shake."

"Instead of asking "what's wrong with you?"
ask " what's strong with you?"

Jeff Gorter, R3 Continuum



"Serious Mental Illness (SMI) is not synonymous
with incapacity."

Alex Sheehan, WA State Health Authority

"Value us because of who we are, not in spite of
who we are."

*Uma Chatterjee, Neuroscientist & Doctoral
Researcher*

"Between awareness and change, there's action."

Scott Kelsey, Shareapy

*All Photos by Andy Berry Photography
[Explore the Gallery Here](#)*

Global Forum Themes

Leadership at All Levels

Takeaways

- Leadership vulnerability is foundational. Sharing personal mental health experiences can shift culture, reduce stigma, and improve engagement.
- Leaders can begin focusing their efforts by addressing stigma, structures, supports/systems, and skills.
- Leaders must visibly champion mental health, starting with themselves and embedding support in everyday operations.
- Mental health champions and peer-led initiatives improve engagement and normalize help-seeking behavior.

[Download
Our 2025
Index Annual
Report for
More Insights](#)

Employee Voice

Takeaways

- Listening is a strategic imperative. Employees want to be heard even when answers aren't immediate.
- RTO (return-to-office) and other related policies must balance collaboration needs with flexibility and caregiver support.
- Organizations that integrate employee input into mental health strategy see stronger engagement and trust.

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"Employees don't always expect answers
—they expect to be heard."

Dr. Ashwin Vasan

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"A culture of care must be visible in
both policy and practice."

Kana Enomoto, McKinsey Health Institute

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Global Forum Themes

Return on Value and Measurement

Takeaways

- Mental health Value on Investment (VOI) is measurable in productivity, retention, medical cost savings, and employee satisfaction and other related business outcomes.
- Workplaces that invest upstream reduce high-cost interventions downstream.
- Data-driven storytelling and using internal metrics compels executive buy-in.
- Mental health investment is one of the few organizational expenses where spending more can actually save more.

We need to stop viewing mental health programs as soft benefits and start measuring them like strategic assets.

[Reach out to receive the Spring Health presentation slides](#)

Resilient Cultures

Takeaways

- Inclusion, belonging, and resilience are inextricably linked to workforce mental health.
- These efforts should be reframed as business-critical strategies, especially in shifting legal and political climates. Although the way these strategies are discussed may need to change, the intent and goals must stay intact to build healthy, high-performing organizations.
- Resilient teams are built on vulnerability, equity, and psychological safety.

Framework Spotlight: Chéla Gage, OLI Strategies 7 Keys to Building Resilient Teams

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|-------------------------|------------------|
| 1. Resourcefulness | 5. Vulnerability |
| 2. Purpose | 6. Perseverance |
| 3. Connectedness | 7. Inclusion |
| 4. Psychological Safety | |

“Inclusion, resilience, and mental health are inseparable. Organizations that center these don’t just survive, they thrive.”
Chéla Gage, OLI Strategies



Global Forum Themes

Representation of Individuals with Serious Mental Illness

- Serious Mental Illness (SMI) inclusion requires proactive policies, not just reactive accommodations.
- Neurodiverse- and SMI-inclusive cultures benefit all employees.
- Stigma and low expectations hinder success more than diagnosis itself.



"Universal design helps everyone—not just those with diagnoses."

Linea Johnson, Author and Advocate



Prevention, Technology, and AI

- AI can enhance accessibility, early detection, and personalized care but must be trained and implemented ethically.
- Preventive care should be democratized and de-stigmatized; mental health is for everyone, not just those in crisis.
- Planning for prevention means bolstering training, awareness, education, and customized messaging for different workers. Leaders and organizations that “watch for the wobble” in a proactive way, respond better in crisis and better support their employees day to day.

Prevention isn't a generic solution. It should be proactive, personalized, and embedded into the employee experience.

Reach out to receive Unmind materials

Moments That Move Us

Recommended Actions

1

Leadership Vulnerability: Encourage leaders to share personal mental health stories to normalize conversations, reduce stigma, and model psychological safety from the top.

2

Respond to Your Workforce: Identify gaps, consider specific worker segments and needs like culturally competent mental health care, caregiver support, and economic security.

3

Embed Mental Health in Organizational DNA: Integrate mental health touchpoints into onboarding, performance reviews, team check-ins, and project management workflows.

4

Empower Managers: Provide training on psychological safety, stress management, and how to facilitate sensitive conversations, particularly for mid-level managers.

5

Activate Employee Listening Mechanisms: Regularly use pulse surveys, ERGs, and local team discussions to gather feedback and co-create strategic plans that reflect lived realities.

6

Measure Impact: Track results of mental health efforts and connect them to business outcomes, such as retention, reputation, healthcare costs, and other performance metrics.

7

Create a Culture of Prevention: Move from reactive wellness programs to proactive changes in job design, flexibility, and clarity of expectations to address chronic stress.

8

Support Individuals with SMI: Develop inclusive hiring pipelines, universal design accommodations, and growth pathways to shift from compliance to belonging.

9

Plan Upstream for Crisis Prevention: Integrate mental health into emergency response plans, safety protocols, and leadership preparedness strategies—don't wait until a crisis hits.

PROGRAM SCHEDULE

Day 1

Morning Meditation

Dora Kamau, Headspace

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Keynote

Dr. Ashwin Vasani, Former Commissioner of Health, New York City

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Learning from Population Health

Dr. Kathy Pike and Dr. Ashwin Vasani

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Leadership at All Levels: Insights from the 2025 Index Annual Report

Moderator: Dr. David Ballard, VP, One Mind at Work

Panelists

- Morra Arons-Mele, Founder of Women Online; Host of “The Anxious Achiever” Podcast
 - Cathryn Gunther, Global Head of Culture and Associate Experience, Mars
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The Voice of the Employee: Understanding Worker Mental Health Needs

Moderator: Kana Enomoto, Director of Brain Health for the McKinsey Health Institute

Panelists

- Emmanuelle Dias, Senior Manager, Capital Group
- Jim Winkler, Chief Strategy Officer, Business Group on Health

PROGRAM SCHEDULE

Day 1 Continued

Reflections on DEIB: Where We've Been and Where We're Going

Dr. Kathy Pike and Chéla Gage, Founder of OLI Strategies

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Improving Pathways to Employment for Individuals with Serious Mental Illness

Moderator: Anne B. Oxrider, Senior VP and Benefits Executive, Bank of America

Panelists

- Marjorie Morrison, Executive in Residence, SHRM; Founder of PsychHub
 - Brandon Staglin, Chief Advocacy and Engagement Officer, One Mind
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Supporting Individuals with Serious Mental Illness in the Workplace

Moderator: Brandon Staglin, One Mind

Panelists

- Uma Chatterjee, Neuroscientist and Doctoral Researcher
 - Linea Johnson, Author
 - Scott Kelsey, Founder of Shareapy
 - Alex Sheehan, Behavioral Health Administrator for Washington State
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Measuring What Matters

Dr. Adam Chekroud, Co-Founder of Spring Health

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Salus Awards

Presented by Garen Staglin and Cathryn Gunther

PROGRAM SCHEDULE

Day 2

Morning Meditation

Dora Kamau, Headspace

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Caring for the Caregivers: Upstream Strategies for Creating Healthier Clinical Workforces

Moderator: Dr. Tahilia Rebello, VP, One Mind Academy

Panelists

- Dr. Dan Gizzo, Director of Mental Health Scholars Academy, Kaiser Permanente
 - Dr. Gregory Guldner, Vice President of Academic Affairs and Graduate Medical Education, HCA Healthcare
 - Dr. Sipra Laddha, Psychiatrist; Founder and CEO of LunaJoy
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Leveraging AI for Personalized Prevention

Dr. Nick Taylor, Founder and CEO of Unmind

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Workshops

- *From Intention to Impact: Building Your Mental Health Strategy*
 - Facilitated by Dr. Tahilia Rebello
- *No Theme, Just Truth: Leading with the Story Only You Can Tell*
 - Facilitated by Linea Johnson
- *Large Employer Focus Group*
 - Facilitated by Dr. David Ballard

PROGRAM SCHEDULE

Day 2 Continued

Partnering for Prevention: Integrating Safety, Risk, and Mental Health to Build Resilient Workforces

Moderator: Elisha Engelen, Human Capital Solution Client Leader at Aon
Panelists

- Mary Bubacz, Project Executive at DPR Construction
- Jeff Gorter, Vice President, Clinical Crisis Response at R3 Continuum

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Where We Go From Here

Facilitated by Kate Woodsome, Fellow at Georgetown University

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The Science of Play

Facilitated by Freestyle Love Supreme

All Photos by Andy Berry Photography
[Explore the Gallery Here](#)



About Us



We **are on a mission** to translate science to build workplace best practices that drive measurable impact on workforce mental health.

We **envision** a world where mental health and well-being of the workforce is in the DNA of how organizations conduct their work and measure their success.

We **partner with employers** around the world who recognize that a healthy workforce is at the heart of a high-performing organization.

OneMindatWork.org