



**Gallagher**

Insurance | Risk Management | Consulting

## Employee Wellbeing at Home

It's important to understand that prior to COVID-19, we were already dealing with near epidemic levels of stress, anxiety, loneliness and depression. At Gallagher, we believe business success is a function of the people we employ and when the individuals who make up your workforce are at risk, they're less engaged and less productive. In turn, your organization's wellbeing is at risk.

As we think about our landscape today, we know that managing through sickness and ill health at work can be challenging at any time, but it is especially so during an infectious disease outbreak such as the COVID-19 virus. Currently, the acute organizational need has centered on compliance and HR Policy. However, as the Pandemic evolves and continues over time, we need to make sure the employee perspective and promoting holistic wellbeing, especially emotional health, are at the forefront of the employer response.

If ever there was a time for us to be establishing and promoting a holistic employee wellbeing strategy, it's now. Wellbeing and engagement initiatives are no longer just cost-management programs. These key initiatives have been combined and realigned as more inclusive, sustainable and competitive solutions that drive organizations to deliver better on their employee value proposition. The most effective wellbeing initiatives and programs support a comprehensive approach that considers both an organization's and the individual's perspective to wellbeing, especially today during these unforeseen circumstances.

We have compiled here a list tips and tricks to developing or altering your wellbeing strategy to account for the current pandemic. As we think about COVID-19 response planning, building social and interpersonal support needs to be a critical component of your plan. It will not only help promote employee wellbeing, but positively affect employee commitment to your organization.

As your organization continues to respond to the impact of the global spread of the coronavirus (COVID-19), it will be important that you consider not only how your employees are impacted, but also how they can be supported by their employee benefits during this time of uncertainty. Our wellbeing and engagement team is here to help! By taking time to understand your culture, the people you employ and the vision of your organization – we can help you create a short and long range visions focused on the wellbeing and engagement of your employees. We are fully committed to helping your most important assets, your employees, through these difficult times and beyond.



Career	Financial	Community	Physical	Social/Emotional
<ul style="list-style-type: none"> <li>• Participate in an industry webinar.</li> <li>• Complete an elearn on career development.</li> <li>• Read/listen to a self-help book or Podcast.</li> <li>• Get a virtual coffee with a co-worker you would like to learn more about.</li> <li>• Offer managers online leadership training.</li> </ul>	<ul style="list-style-type: none"> <li>• Review your monthly budget using a free app or carrier resources.</li> <li>• Review your monthly subscriptions (apps, clubs etc) to see what you really use.</li> <li>• Schedule an e-meeting with a financial professional.</li> <li>• Watch a podcast or read an article on savings, investments, paying down debt, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Practice physical distancing but remain socially connected with peers and family virtually.</li> <li>• Use Social Media to promote your employees at home working!</li> <li>• Support local business or charity.</li> </ul>	<ul style="list-style-type: none"> <li>• Complete at home workouts using free applications.</li> <li>• Run a 10,000 steps/day challenge.</li> <li>• Track your hydration and/or nutrition using free apps.</li> </ul>	<ul style="list-style-type: none"> <li>• Practice meditation.</li> <li>• Start a gratefulness journal with your coffee.</li> <li>• Leverage EAP or free sites (workplace strategies for mental health) for more communication ideas.</li> </ul>

**Michael Mousseau, PhD**  
 National Wellbeing & Engagement  
 Consultant, Canada  
 Wellbeing & Engagement Consulting

Consulting and insurance brokerage services to be provided by Gallagher Benefit Services, Inc. and/or Gallagher Benefit Services (Canada) Group Inc. Gallagher Benefit Services, Inc. is a licensed insurance agency that does business in California as "Gallagher Benefit Services of California Insurance Services" and in Massachusetts as "Gallagher Benefit Insurance Services." Neither Arthur J. Gallagher & Co. nor its subsidiaries provide accounting, legal or tax advice.