

Our Mental Wellbeing Strategy



OUR WELLBEING STRATEGY



We will build and sustain an environment which enables our people to **be the best they can be**, supporting their **individual health, happiness** and **life goals**



FOCUS AREAS:



Culture

- * Leadership down have to lead by example and set the tone
- * Senior leadership sponsorship
- * It's just 'the way we do business' (e.g. 1-2-1 conversations)
- * Not one size fits all – different cultures, wellbeing needs



Continuous Listening

- * Create respected forums to get regular feedback
- * Use them to shape your future plans
- * Listen and act on feedback with agility



Tools

- * Provide easy to access support tools
- * Supports peoples needs and their families
- * Measure progress and success



Education and Communication

- * Line Manager education is key
- * Focus on quality conversations / tools available / spotting signs
- * Regular methods of communication – newsletters, leadership briefs

How do we ensure a continuous listening approach

Employee 1-2-1's

Manager & Employee 1 to 1 Meeting Template 

[Name] _____ Date: [_____]

Use this document to prepare for and take notes at your monthly 1 to 1 meeting with your manager. Complete a summary in each of the boxes for discussion and send to you manager prior to your 1-2-1.

Wellbeing

This is an opportunity to share with your manager how you're feeling, and how you can keep well at work. If you need more support in this area your local HR teams will have more [resources](#) you can use.

On a scale of 1-10 (10 is the best) how do you feel about your wellbeing currently? What are the reasons for your score?

If it can be improved, is there anything your line manager can do to help this?

Senior stakeholders



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Healthcare Data

Stressors

Top Negative Situations	Top Negative Sub-Situations	Top Positive Situations
Work	Company Function	Work
	Target Driven	Family
	Morale	Going Outside
Going Outside	Isolated	Relationship
How I look	Body	Weight
	Face	
	Balding	
	Obese	

Employee Forum



Wellbeing Team



Workplace Wellbeing Index



MOLSON COORS WE ARE YOUR MENTAL HEALTH CHAMPIONS



#LETS KEEP TALKING TO CONTACT YOUR AVIVA EAP LINE: 0800 158 2304

Employee Surveys



Our Mental Health Champions

- Fully trained MHFA's
- Started with 32 in 2017, now have over 100
- Selected because of their passion for mental health
- Role-models
- Represent the whole business
- Their role is to listen, signpost and champion Mental Health in their business areas
- Hold regular wellbeing slots on team agendas
- They're a network – whatsapp, regular calls, 'ears on the ground'
- Drive our future wellbeing agenda

THE FUTURE

- ***We will have 1 in 10 fully trained MHFAs by 2023 across Western Europe***
- ***Extended network to our wider EMEA & APAC division***



Key Components of any Wellbeing Strategy

- Gain the support and ideas from people who feel passionate about it – e.g. mental health champions, wellbeing team, and then utilise them to spread the key messages
- Gain regular feedback on what's working, what can be improved, be agile **AND ACT ON IT QUICKLY!**
- Senior Leadership buy-in is key
- Ensure your wellbeing program fits your culture
- It's not just about initiatives, it's about behaviours
- Make your wellbeing approach a part of just 'the way you do business'
- Consistency of approach through line managers
- There is no short-term fix, this is a long term plan over the next 5-10 years
- A dedicated budget helps but it's not impossible without it!
- One size does not fit all - employees should be able to 'pick and choose' based on what works for them

A photograph of two men in a brewery. They are wearing orange safety vests over dark clothing. The man on the left is holding a beer can and has his hand to his chin, appearing to be in thought or listening. The man on the right is also holding a beer can and looking towards the first man. They are standing on a metal walkway with railings, surrounded by large stainless steel brewing tanks and pipes. The background shows more industrial equipment and overhead lighting.

Questions?