

# Founders' Choice Award

OUTSTANDING SERVICE  
TO MENTAL HEALTH

**Winner**

**Harley Cunningham,  
Virgin Media O2**



The winner of this year's Founders' Choice Award took a devastating personal tragedy and turned it into something positive, as she strives to help others who are going through something similar at work

■ We were delighted to honour Harley Cunningham with the Founders' Choice Award this year. Aside from her daily job in change management and strategy at Virgin Media O2, Harley has been pursuing a personal mission to improve employee wellbeing in the face of bereavement since the loss of one of her two-year-old twin sons.

She has been working tirelessly to develop a three-pronged approach. Firstly, she strives to improve bereavement policies and advocates for full-pay leave to support employees during their time of need. Secondly, she has created toolkits for both employees and managers, enabling them to engage in better bereavement conversations and training. Lastly, she is working towards creating a workplace culture that fosters openness and provides practical top-down support, such as her "Hug in a Box" initiative, which offers food vouchers, useful information and personal gifts to employees experiencing one of the toughest times of their lives.

Harley experienced a tragic event and has turned that into something so positive for a great many people. Grief can have a huge impact on mental wellbeing and for that reason we are proud to present Harley with this well-deserved honour. ■



■ It's been a hugely successful initiative, which is all down to Harley's inception, design, implementation, dedication and hard work