

Employee Network of the Year

Winner

Thrive Network, Enterprise Rent-A-Car



This category looks to identify peer networks that can demonstrate how they have been instrumental in supporting colleagues with their mental health in the workplace

Enterprise supported its employees' mental health via its Thrive network before 2020. However, it was recognised that this network had become focused on a small number of mental health challenges. In the middle of a pandemic, the company relaunched the network with a brief to engage with employees more widely and show that mental health is supported as much as any other disability.

Thrive is made up of colleagues across all levels of the business, all of whom have gone through a rigorous selection process. A lot of time was initially focused on developing the new members who had wanted to join so they were able to help themselves.

Employees not involved in the actual resource group are able to become members of Thrive through the internal Hub space, where they are connected to events and stories. The main focus of the resource group is to reach that person who doesn't ever ask for help, so they feel empowered.

During Covid Thrive supported team leaders to help them improve their "emotional intelligence" by having open conversations regarding actually being aware of the people you are on the Teams calls with and being able to identify remotely when one of their team "isn't quite right" or clearly struggling.

Thrive is in a great position to be a driver for change, which was witnessed during the IDPD 2021 event. A senior leader said he had "never seen us this open and courageous" and that Thrive created the environment which allowed it to happen.

Thrive surveyed colleagues on their thoughts about disability and mental health and how this impacts their lives both in work and at home. Colleagues with mental health issues were often put off applying for promotions or roles in new departments as they were concerned about having to explain requirements to a new manager.

Specific factors impacting Enterprise employees were identified, including caring responsibilities, in particular for relatives with a mental health condition and those with serious illness, baby loss and family mental health issues. Thrive was then able to build support strategies and initiatives to provide the support needed.

In order to address the concern identified by employees with a mental health condition around applying for promotion, a sub-section of the Thrive committee, including employees with mental health conditions, worked on the development of a Wellness Plan. This enabled employees with any health condition (mental or physical) or caring responsibilities for a



Thrive's quarterly newsletter highlights events and stories received from employees

family member to be able to "own" their individual plan to identify and provide support in their current roles. The plan could also travel with them confidentially in any promotion or job role change.

Events have also been held to address anxiety, caring, baby loss and parental mental health. Employees shared their stories and experiences, along with events facilitated externally. Attendance has been measured at all events and Thrive has led employee attendance across the diversity network. The Thrive quarterly newsletter highlights all events and stories received from employees.

Achievements

The leadership team measure success as much by the two or three employees who have previously suffered in silence coming forward after each event as by high-level statistics about those engaging with the support provided by Thrive. However, it is clear that Thrive has had a significant and measurable impact in supporting employees with mental health issues. More employees than ever have engaged with the network. Thrive has delivered honest and authentic support for employees and helped them understand they are not alone. ■

Judges' comments

✦ I really like the simplicity of the Wellness Plan in helping people share the things that make their working world that little bit easier. It's a simple way to ensure everyone gets what they need to perform at their best – and creates greater understanding of others.

✦ The integration across communities is great.

✦ Really pleased with how heavily co-produced the Wellness Plan is and to the financial commitment made.

Highly Commended

➔ Abilities Network
INTUIT QUICKBOOKS UK

➔ Mental Health Advocates
LLOYDS BANKING GROUP



Shortlisted

➔ DUNNHUMBY
➔ Mindfulness@hsbc
HSBC

➔ THE BURNT
CHEF PROJECT

