



Winner// GABBY FOLEY, DELOITTE

This award recognises a leader who has successfully driven mental wellbeing initiatives, demonstrating both strategic vision and impactful support for employee wellbeing.

As the Head of Wellbeing at Deloitte UK, supporting over 27,000 employees, Gabby combines personal resilience with professional expertise to transform how organisations understand and deliver wellbeing. Her journey – from surviving a decade-long eating disorder, during which she was once given just two weeks to live – to leading wellbeing at global companies, has shaped her belief that mental health support must be personal, flexible, and integrated.

Gabby approaches wellbeing not as a benefit, but as the foundation of sustainable, high-performing workplaces. Her lived experience fuels her authenticity, while her strategic and data-driven approach ensures that wellbeing is measurable, inclusive, and embedded at every stage of the employee experience.



Every organisation needs a Gabby.

Transforming Culture Through Strategy and Empathy

At Deloitte, Gabby is redefining what a holistic wellbeing culture looks like – focusing on prevention, psychological safety, and leadership accountability. Her approach blends deep listening with data insights to translate empathy into action and measure the impact of every initiative.

Before joining Deloitte, she led wellbeing at Experian, where she introduced the company's first global wellbeing framework across 30+ countries. Her work unified fragmented activity into a clear, business-aligned strategy, achieving measurable improvements in



Gabby Foley, Head of Wellbeing at Deloitte UK

psychological safety scores (rising from 72% to 78%) and wellbeing engagement (up to 79% on the GPTW Index). Mental health training certifications doubled, and wellbeing became recognised as a core organisational strength.

At Slaughter and May, Gabby launched the firm's first wellbeing platform, driving a tenfold increase in engagement – from 4% to 40% – and setting a new benchmark for cultural change in the legal sector.

Inspiring Change Beyond the Workplace

Beyond corporate settings, Gabby is a passionate advocate for early intervention and open dialogue.

She shares her story at universities, contributes to medical education, and collaborates with government departments to influence national wellbeing policy. Her message is consistent and deeply human: the right help, at the right time, can change a life.

Colleagues and peers describe her as authentic, courageous, and unwaveringly compassionate – a changemaker who leads with integrity. Whether supporting a colleague through personal crisis or addressing thousands at an industry event, Gabby's presence gives others permission to be vulnerable, to seek help, and to believe in recovery. ■

Judges' comments

- + A compassionate and authentic leader.
- + Demonstrates a genuine commitment to wellbeing, creating safe spaces for dialogue around challenging and often stigmatised topics.

SHORTLISTED

→ Robert Cheesman, Balfour Beatty Plc