

Best New Workplace Approach to Mental Wellbeing

Winner// ENVIRONMENTAL RESOURCES MANAGEMENT LIMITED (ERM)

This award is given to a workplace that has recognised the importance of mental wellbeing, and within the past 18 months has taken steps to change the culture via a holistic and focused approach

In consultancy, the constant drive to surpass client expectations, tight deadlines, high-pressure situations, fluctuating workloads and travel requirements can raise stress levels. This underscores the need for Environmental Resources Management (ERM) to make sure its staff enjoy good mental health. ERM's Security to Thrive programme aims to address a growing demand for a more holistic approach to mental wellbeing.

The programme introduces employees to three key principles. Firstly, it delves into the physiological aspects of stress responses, educating individuals about their nervous system and providing practical tools to manage and modulate emotional reactions effectively. These tools become strategies for daily routines.

Next, the programme draws on neuroscience to explore the emotional and motivational circuitry of the brain and deepen participants' comprehension of how to foster

empathy and social connections. As participants become more attuned to the intricacies of their own and others' emotional experiences, they are better positioned to contribute to an empathetic work environment.

Investigating the intersections

Security to Thrive adopts an intersectional approach to mental health, acknowledging the complex interplay of various social determinants, and seeks to explore how these intersections can create unique challenges and advantages for different individuals or groups. The programme incorporates personal reflection time, interactive activities, discussions, and real-world scenarios to ensure theoretical knowledge can be applied in practical scenarios.

Within ERM, the commitment to mental health extends through the entire employee career path. ERM has recently integrated elements of Security to Thrive into all its core people programmes, including the



EMPATHIC | TRUSTWORTHY | ETHICAL | ROLE MODELS

Security to Thrive introduces fresh perspectives on cultivating a thriving workplace

new partner induction, graduate entry programme, Mental Health Champion programme and line manager training.

Achievements

Security to Thrive' is fostering positive changes at both individual and organisational level. Participants report heightened self-awareness, improved emotional regulation, and enhanced stress management skills. Senior leaders report that the programme's emphasis on acknowledging and addressing the external influences that affect individuals' mental health has influenced their people-related discussions, fostering a more constructive approach to resolving conflicts, providing feedback, and comprehending the emotional landscapes of their colleagues.

To gauge the effectiveness of 'Security to Thrive', ERM has implemented a robust tracking system. Integrating short satisfaction surveys into the company's people programmes has provided quantitative metrics. The amalgamation of qualitative and quantitative data reflects significant engagement and top-quartile scores among participants, affirming the effectiveness of Security to Thrive in enhancing the mental health of individuals across ERM's organisational landscape. ■

Judges' comments

- + The process behind the initiative was most impressive. There was also some clear reflection about how to deliver it.
- + Brilliant holistic initiative.

HIGHLY COMMENDED

→ UK Addiction Treatment Group

SHORTLISTED

- Haleon PLC
- ERM
- Air IT
- Sanofi