

Best Global Wellbeing Programme

AWARDS 
THIS CAN HAPPEN **GLOBAL.**
In association with
A&O SHEARMAN

Winner// ELSEVIER

This award recognises outstanding global initiatives that have been activated locally to enhance employee wellbeing.

Elsevier is a global leader in information and decision support for science and healthcare, employing 9,200 people across 40+ countries. In 2019, with no formal wellbeing provision, it built MindLife from scratch: an integrated ecosystem spanning expert-led education and storytelling, cognitive and lifestyle science, interpersonal skills and psychological safety.

The ambition: a central strategy with local relevance – giving every colleague access to high-quality wellbeing support regardless of location, language or time zone.

From Global Programme to Local Impact

MindLife is structured around four strategic pillars – Leaders and People Managers, Diversity and Demographics, Sustainable Impact and Storytelling – with global content shaped by colleague data and activated with genuine local intent.



More than 100 trained volunteers across the Americas, EMEA and APAC now support local activation.

When 2024 data showed APAC colleagues were significantly underrepresented, Elsevier did not simply increase communications. Regional discovery conversations identified practical and cultural barriers, leading to adapted timings, translation options, local speakers and a growing network of local champions. The programme also delivered its first Mandarin-language session.

Storytelling became another important lever for connection, with workshops teaching colleagues how to share lived experience confidently. 94% reported gaining new skills, while senior leaders participated



MindLife Champions hosting initiatives globally

visibly through CEO storytelling, leadership panels on stress and sustainable performance, and regional leadership sessions.

More than 100 trained volunteers across the Americas, EMEA and APAC now support local activation, running initiatives including self-care workshops, reflect-and-connect sessions and community drop-ins. Elsevier also became the first organisation to offer OwnLife to all colleagues, ensuring access was not dependent on seniority or location.

Results & Impact

Since MindLife launched, global engagement has increased from 47% to 69%, while eNPS has risen from -1 to 40. Voluntary attrition fell to 4.4% in Q1 2026, with presenteeism down 4% and leaveism down 11% since 2023.



In 2025, 88% of colleagues reported a trusting, supportive culture and 83% felt comfortable being themselves at work. MindLife Core reached 5,000 colleagues, with 97% finding sessions useful. More than 1,800 colleagues participated in OwnLife, with 74% reporting feeling more supported and 90% making material improvements to sleep.

The APAC transformation demonstrates the power of local adaptation. Regional attendance increased from 8.3% in 2024 to 23.8% in Q1 2026, while the first Mandarin-language session attracted 100+ colleagues, with 93% saying the language made it easier to engage. Connect to Communicate reached 1,771 APAC colleagues, with psychological safety scores rising to 81%. ■

Judges' comments

- + Impressive increase in engagement within APAC, amazing to see!
- + This is a genuinely impressive and mature wellbeing programme.

Shortlisted

- Norton Rose Fulbright LLP
- SwissRe
- The Maples Group