

Wellbeing in Practice: Enhancing the plan member experience through prevention

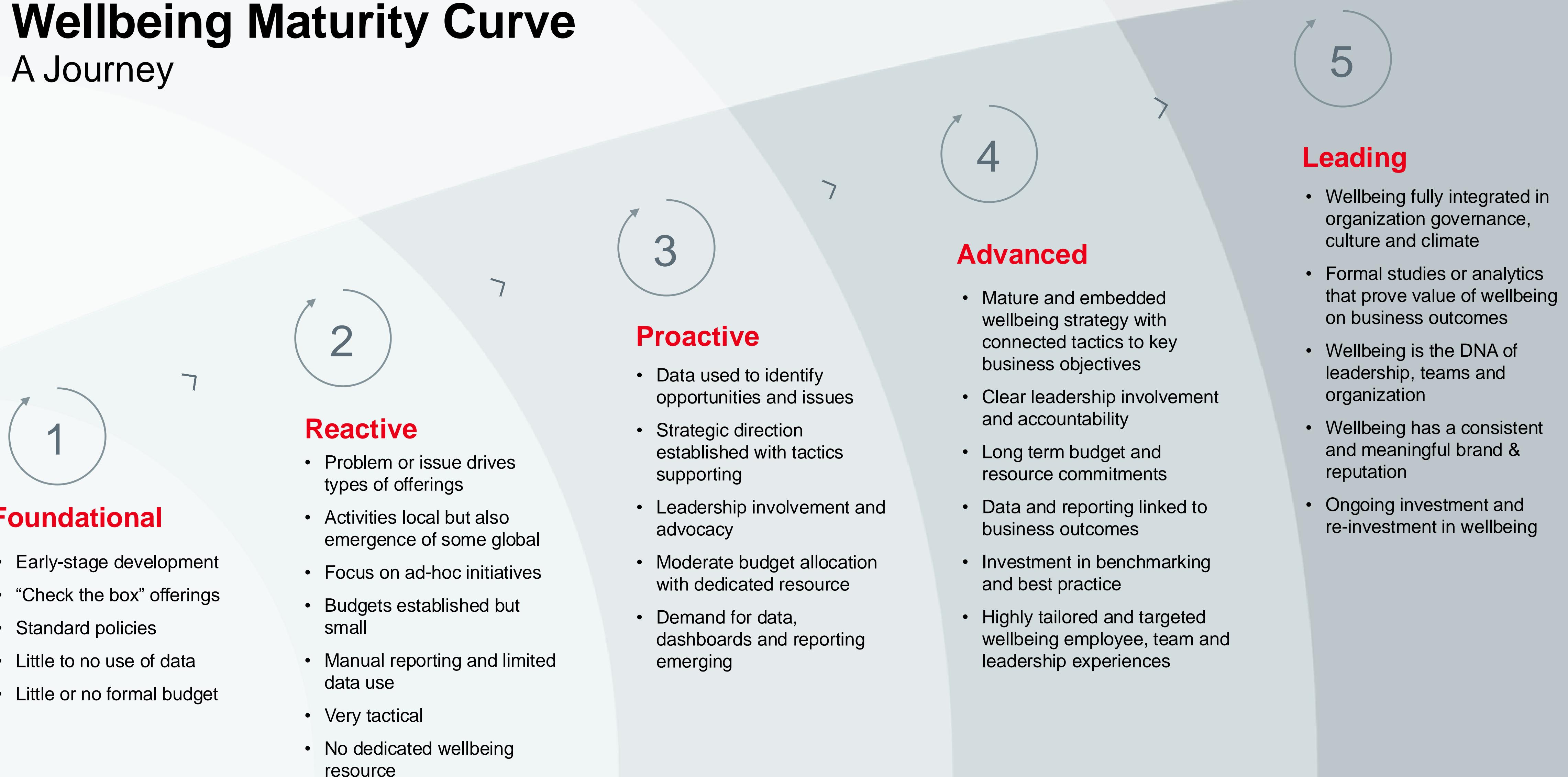
Healthy Outcomes Conference

Oct 18, 2024



Wellbeing Maturity Curve

A Journey



Psychological Health and Safety

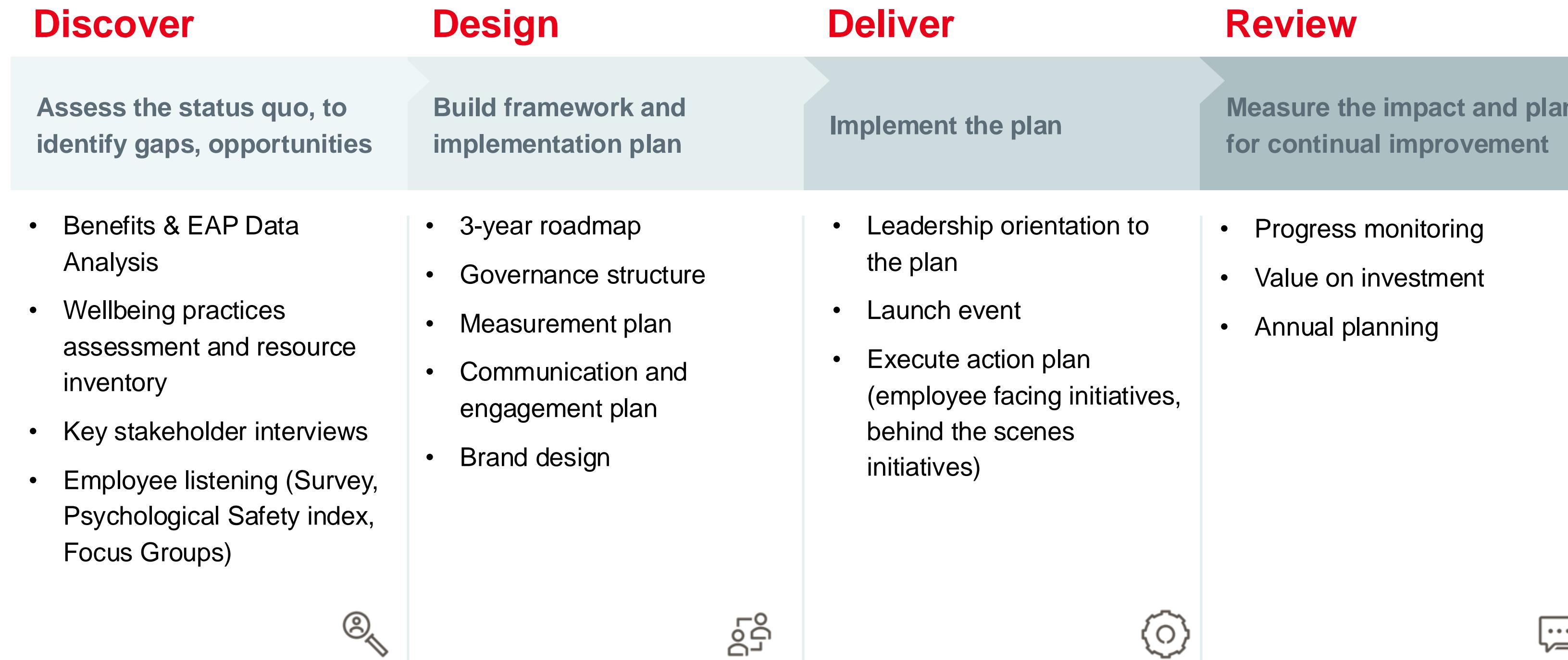
A Duty of Care



Psychologically Healthy and Safe Workplace

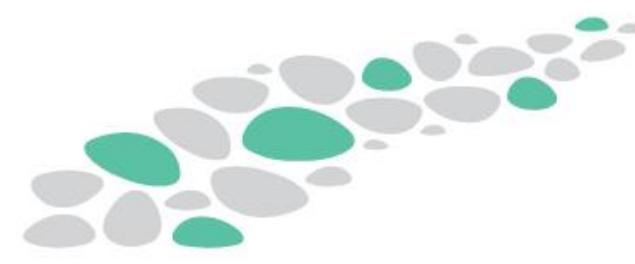
A workplace that promotes workers' psychological wellbeing and actively works to prevent harm to worker psychological health including negligent, reckless or intentional ways.

Approach



Areas of Focus

- Leadership & Culture
- Policy & Risk Management
- Community & Sense of Belonging
- Programs & Resources
- Recognition & Growth
- Progress & Measurement



wellbeing in practice
le bien-être en pratique

Vision

Our People's wellbeing is at the core of our values and our culture.

Commitment

Our Firm is committed to provide an environment where our people feel safe, supported and able to engage in an open dialogue about their wellbeing.

Mission

We will champion our people's wellbeing through an inclusive and consistent approach that promotes preventative care, equitable access to resources and collective behaviours that support our people's diverse health needs.

Wellbeing Dimensions



Mental Health*

A state of well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community.

(World Health Organization)

*See defining Mental Health

Physical Health

Ability to maintain a healthy quality of life that allows us to get the most out of our daily activities. It includes taking care of our bodies and recognizing that our daily habits and behaviours have a significant impact on our overall health and quality of life. It can include lifestyle choices around sleep, nutrition, physical activity, relaxation and more.

Professional Health

Trusting relationship with your leader, challenging work with opportunities for growth, clarity on expectations, autonomy, training opportunities and positive work and life experiences that produce pride, satisfaction and meaning.

Social Health

Meaningful connection our people have to their peers and leaders – their overall sense of belonging with their colleagues and the Firm.

Wellbeing in Practice Roadmap

Year 1

Formalize the Commitment to Wellbeing

Behind the Scenes

- Finalize the plan
- Create a communication plan
- Create a brand
- Form a Committee or integrate with existing Committee
- Seek opportunities to enhance programs/benefit coverage
- Create Governance Model
- Amend relevant policies
- Executive Medical marketing

Firm Member Facing

- Launch event
- Governance Model
- Dedicated clinical counsellor
- Resilience training workshops
- Mental health training for leaders
- Communication on current offerings
- Accommodation Policy

Firm Member Facing

- Gender Affirmation Benefit
- Family Planning Benefits
- Work Allocation Program
- Biometric Screening Clinics
- Caregiver Leave Benefits
- Broader list of Wellbeing Expenses
- Revamped Wellbeing Hub on Espresso

Year 2

Embed a Consistent, Preventative Approach Across the Firm

Behind the Scenes

- Embed into applicable policies
- Elevate accountability
- Review incentive strategy
- Explore Workplace Wellbeing awards

Firm Member Facing

- Mental health training (add Partners)
- Embed into performance mgmt.
- Provide more ways to involve our people in decisions that affect their work
- Investigate Human Sustainability Pilot
- Investigate launch on-demand learning platform to complement current platform

Year 3

Elevate the Firm Member Experience

Behind the Scenes

- Assess impact of the approach and opportunities for continual improvement
- Caregiving/Family Formation RFQ
- Plan for the next 3 years in alignment with business strategy and objectives

Firm Member Facing

- Mental health training (add all firm members)
- Continue with on-demand learning platform
- Launch peer support network
- Wellbeing Survey, Focus Groups
- Promote approach and success externally

Thank You!

About Aon

Aon plc (NYSE: AON) exists to shape decisions for the better —to protect and enrich the lives of people around the world. Through actionable analytic insight, globally integrated Risk Capital and Human Capital expertise, and locally relevant solutions, our colleagues in over 120 countries and sovereignties provide our clients with the clarity and confidence to make better risk and people decisions that help protect and grow their businesses.

Follow Aon on [LinkedIn](#), [X](#), [Facebook](#) and [Instagram](#). Stay up-to-date by visiting Aon's [newsroom](#) and sign up for news alerts [here](#).

© Aon plc 2024. All rights reserved.

The information contained herein and the statements expressed are of a general nature and are not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, and use sources we consider reliable, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

www.aon.com