

RESET AND RECHARGE

TD's Role in Enhancing Wellbeing

ctdo
NEXT



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LEVEL SETTING



The need to recharge isn't new.

The pandemic accelerated and intensified conditions.

Deloitte.

Burnout Survey

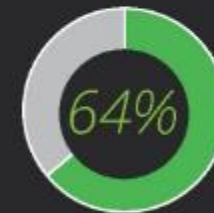
Deloitte conducted an external marketplace survey of 1,000 full-time, U.S. employed corporate professionals to understand the causes and impact of employee burnout, as well as the programs employees value most, and how organizations can do a better job of providing them.



87%

of professionals say they have passion for their current job

YET...



of professionals say they frequently feel stressed or frustrated at their current job

18%
everyday

32%
few times
a week

15%
once a week



77%

of professionals have experienced burnout at their current job

51%
more than once

84%
among those not passionate
about their job

CANADA

WARNING SIGNS OF BURNOUT



of senior managers say their employees are experiencing some degree of burnout.

How Burned Out Are Workers?



GREATEST BURNOUT FACTORS



According to Managers:

1. Unmanageable workload
2. Constant interruptions
3. Career stagnation
4. Dated technology
5. Toxic culture



According to Workers:

1. Constant interruptions
2. Unmanageable workload
3. Career stagnation
4. Toxic culture
5. Dated technology

Source: Accountemps surveys of more than 600 senior managers of companies with 20 or more employees and more than 400 workers 18 years of age or older and employed in office environments in Canada.

rh Accountemps®
A Robert Half Company

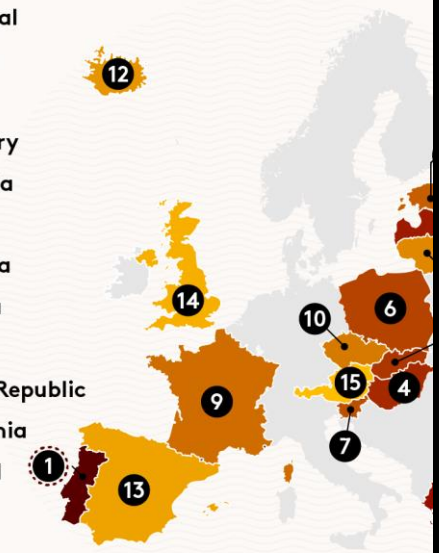


ASIA

EUROPE

TOP 15 EUROPEAN COUNTRIES EXPERIENCING BURNOUT

- 1 Portugal
- 2 Greece
- 3 Latvia
- 4 Hungary
- 5 Slovakia
- 6 Poland
- 7 Slovenia
- 8 Estonia
- 9 France
- 10 Czech Republic
- 11 Lithuania
- 12 Iceland
- 13 Spain
- 14 UK
- 15 Austria





THERE IS A WIDE SPECTRUM

Essential Workers

Women

Intro/Extroverts

Minorities

Caregivers

Disabled

Occupation

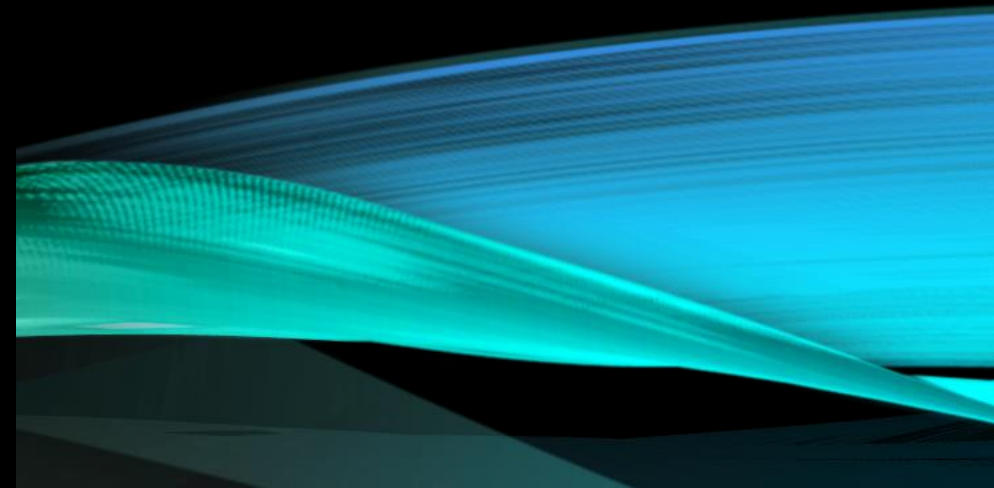
Neurodiverse

Job / Role

Immunocompromised



WHAT
SHOULD WE
BE DOING
TO HELP
RECHARGE
AND RESET?





**WHAT
ARE
YOU
DOING?**

HOW ARE YOU
MESSAGING THE
IMPORTANCE OF
RESETTING AND
REFRESHING?



HOW DO YOU INVOLVE PEOPLE IN THE PROCESS?





**BREAK
THE
RULES**

**ARE YOU
CHANGING
POLICIES OR
INSTITUTING NEW
ONES?**



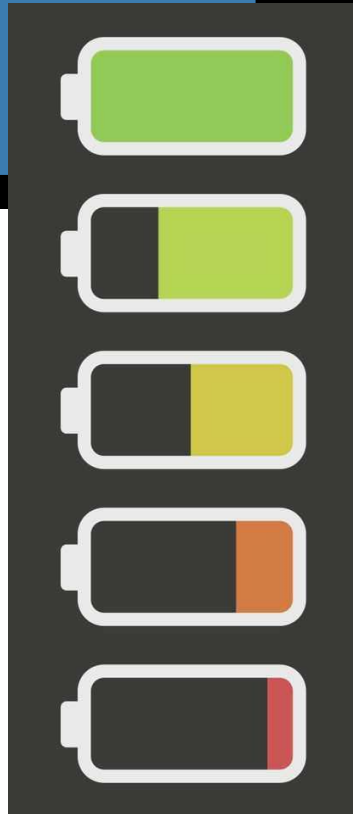
HOW ARE YOU HELPING PEOPLE BUILD THEIR OWN RESILIENCE?

YOUR TEAM



lifestyle leisure athlete gym relaxed
creative game fit athletic health meditation
attitude diet recreation sport healthy wellbeing life care happiness. everyday
fitness activity training harmony exercise
energy relaxation active jogging therapy
relax league cheerful nature living muscle yoga choice

#101508376



BE
INTENTIONAL

LESSON
LEARNED



A MASSIVE
THANK
YOU



HILTI

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Merci

Thank you

Gracias

Mulțumesc

Merci

Asan

Gracias

Dank u

謝謝

Tese

Obrigado

Cnacubo

Grazie

Terima

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MESSAGING:

- Create messages of hope focused on the mission.
- Increase celebrations
- Make recharging a part of that vision.

INVOLVING:

- Listen and build a plan for change based on what you learn.
- Involve people in planning for a better future

DOING:

- EVENTS
 - Proactively seek recovery.
 - Blocking out time.
- POLICIES.
 - Create more human-centered policies, processes, and practices.
 - Focus on connection, care, and holistic well-being. Don't just treat burnout, find, and fix the causes.

DEVELOPING

- Help people build their ability to thrive.
- Help employees identify the things that recharge them recover and give them the time and support to do them.