

**Thriving Cultures = Caring Leaders That Model Physical & Mental Wellness =
Overall Employee Satisfaction & Wellbeing**

Flexibility is Key

- Increases productivity for employees- especially for working parents.
- Decreases stress and burnout- an Ohio State University study found that 66% of parents reported feeling burned out.
- Top flexibility perks include remote work and personal autonomy.
- For many women, flexibility outranks salary in importance.

Prioritize DEI

Companies with effective DE&I programs:

- 57% higher retention
- 51% recommend their organization
- 39% more productive

**Sperry Wellness
has expertise
and offers
advisory
services in the
following areas:**



**Culture & Employee
Experience**

Areas of expertise include:

- Mental health and wellness benefit programming,
- ERG group/DEI advising
- SEL and Leadership T&D
- Designing parental leave policies, burnout prevention strategies and employee wellbeing retreat programming and planning.

Wellness Programming

Using the Surgeon General's recent framework for mental health and employee wellbeing in the workplace, help empower your employees to bring their best mind, body and spirit to work through holistic wellness development programs designed and customized to prevent your workforce from burning out.

**Mental Health Support
Is Vital**

- Leading with empathy is the best way to support employee wellbeing.
- 81% of workers reported that they will be looking for workplaces that support mental health.
- Depression-induced absenteeism costs US businesses \$51 billion a year, as well as an additional \$26 billion in treatment costs.

“Employees who believe that management is concerned about them as a whole person – not just an employee – are more productive, more satisfied, more fulfilled. Satisfied employees mean satisfied customers, which leads to profitability.”

**-Anne M. Mulcahy,
Former CEO, Xerox**

**Key Insights Into A
New Workforce**

- Aligning with the Surgeon Generals framework for mental health and workplace wellbeing
- Keeping, retaining, and elevating female individual contributors and leaders