



PRAHEALTHSCIENCES 💙



Worldwide Clinical Trials

**PRA Health Sciences** 

GlaxoSmithKline

### **REFERENCES**



Comitato Internazionale per lo Sviluppo dei Popoli (CISP)

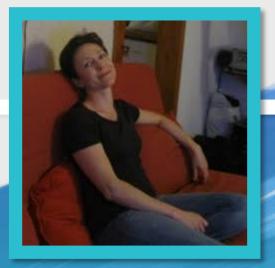


F. Hoffmann La-Roche



ICN Galenika

https://www.herukahealthinnovations.com/references



Irina Panova MD
Psychiatrist
Worldwide Clinical Trials



Zoran was my Functional Manager during his tenure as a Director of Clinical Assessments Technologies (CAT) group at Worldwide Clinical Trials (WCT).

As a Manager he is organized, self-motivated and ready to take higher-level challenges. He is a very good communicator both in verbal and written communication, which was his essential asset for a successful functioning of CAT virtual team members. He possesses excellent time management, problem solving and decision making skills. He is a very good coach and mentor, consistently acting with patience and empathy, while fostering collaborative relationships among employees, and appreciating cultural diversity within a global matrix organization such as WCT. His exceptional skills with psychometric instruments and various types of neurological assessments were highly valued and respected by WCT Leadership and his fellow co-workers.

He is honest, committed and confident person, and always maintains positive attitude and ability to inspire his team members.



Professor Lyn Griffiths
Executive Director
Institute of
Health Biomedical Innovation
Queensland University
Australia



Zoran was a great support and facilitator for the production of our chapter in "Modulators of Glutamatergic Signaling as Potential Treatments for Neuropsychiatric Disorders".

He was easy to work with, great at encouraging the work and ensured we could meet appropriate timelines. He was an excellent collaborator.

### HOW DO WE HELP YOU



1.

By focusing on capabilities and behaviours linked to your business drivers.



Addressing organizational and individual capability building needs.



Tailoring program to organization's unique starting point and specific requirements.



Leveraging that real work is complemented with our educational, learning and experiential coaching activities.



Assessing, evaluating and reporting results of all our coaching activities in relation to your organization's performance metrics.





#### Easy delivery

Fast and scalable implementation.
No IT involvement required.





#### Cost-effective

By utilizing technology as part of the solution, cost is reduced.





#### Measurable impact

Engagement is monitored without infringing employee privacy.



### STAGES OF OUR TRAINING PROGRAMS

Follow-Up

Reporting

**Monitoring** 

**Training** 

**Evaluation** 



### TRAINING DELIVERY FORMATS











### 3H-LED® Workplace Coaching Solutions

Zoran M Pavlovic MD CEO Heruka Lifescience & Health Innovations

Work Healthily. Work Happily. Work Harmoniously.



## Why 3H-LED HAPPY, HEALTHY & HARMONIOUS LEADER & EMPLOYEE DEVELOPMENT Workplace Coaching Solutions

### We differentiate ourselves by our:

- Unique Holistic approach by aligning Manager/Employee individual motivation with your business objectives
- Best Value (VOI) and Return of Investment (ROI)
- Expertise in Workplace Happiness, Mental Health, Health Management and respective global promotional programs
- First-hand knowledge about Executive/Leadership coaching requirements of global international companies
- Skilful use of psychometric instruments, quality of life and well-being assessment technologies for accurate evaluation of your coaching needs and outcomes
- High-level understanding and knowledge about diverse Global Corporate Cultures built through our own experience
- Readiness to help you customize a solution, based on your budget and objectives
- Flexible and optimal use of complementary Stress Management, Burnout Prevention and Resilience enhancing tools and techniques



### **AGENDA**

- MINDFUL LEADERSHIP
- 3H LEADERSHIP DEVELOPMENT PROGRAM
- HERUKA'S APPROACH TO MENTAL HEALTH PROMOTION AT WORKPLACE
- WHAT IS

  HERUKA'S PRO-BONO LEADERSHIP DEVELOPMENT
  CONSULTATION
- Q & A

### These 5 Points Will Convince Your Boss to Send You to Leadership Training







Executive functioning areas disengaged

Fight or flight areas Engaged

#### FRONTAL EXECUTIVE FUNCTIONING AREAS: DISENGAGED

The prefrontal cortex is the "CEO" of the brain. It regulates decision making, judgment, planning, moral reasoning, and sense of self. Stressful experiences (academic pressure, sleep deprivation, substance abuse, etc.) disengage the frontal lobes. Over time, this can lead to impulsive, short-sighted, even violent behavior; increased anxiety; depression; alcohol and drug abuse; learning disorders; and increased stress-related diseases.

#### SUBCORTICAL FIGHT OR FLIGHT AREAS: ENGAGED

The subcortical arousal system—thalamus, hippocampus, brainstem, and hypothalamus—mobilizes the body for action, increasing heart rate, respiratory rate, and muscle tone. The nature of this system is to bypass the frontal executive functioning and trigger the fight or flight mode.



Harvard Business Review

Self-Awareness Can Help Leaders
More Than an MBA Can

by Rasmus Hougaard, Jacqueline Carter, and Marissa Afton JANUARY 12, 2018

SUMMARY TE SAVE TE SHARE COMMENT HH TEXT SIZE FORINT \$8.95 BUY COPIES

Harvard Business Review

If You Aspire to Be a Great Leader,

Be Present

by Rasmus Hougaard and Jacqueline Carter
DECEMBER 13, 2017



### Mindful leadership training augments mindfulness, compassion, and well-being

Michael Halldorson<sup>1,2</sup>, Michel

<sup>1</sup> St-Boniface Hospital Resear

The International Journal of

### WHOLE PERSON CARE

**VOLUME 5 • NUMBER 2 • 2018 • 5-16** 

### MINDFUL LEADERSHIP IN INTERPROFESSIONAL TEAMS

Singapore Management University
Institutional Knowledge at Singapore Management University

Research Collection Lee Kong Chian School Of Business

Lee Kong Chian School of Business

2-2014

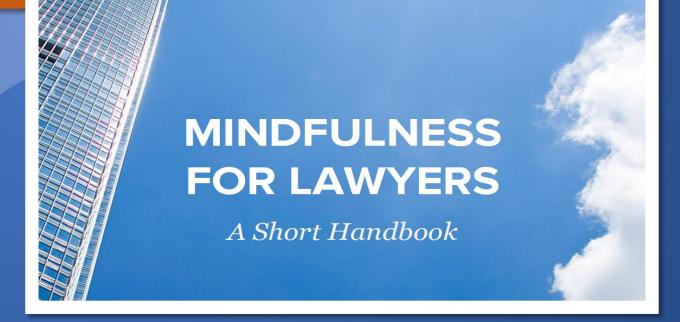
Leading Mindfully: Two Studies of the Influence of Supervisor Trait Mindfulness on Employee Well-Being and Performance



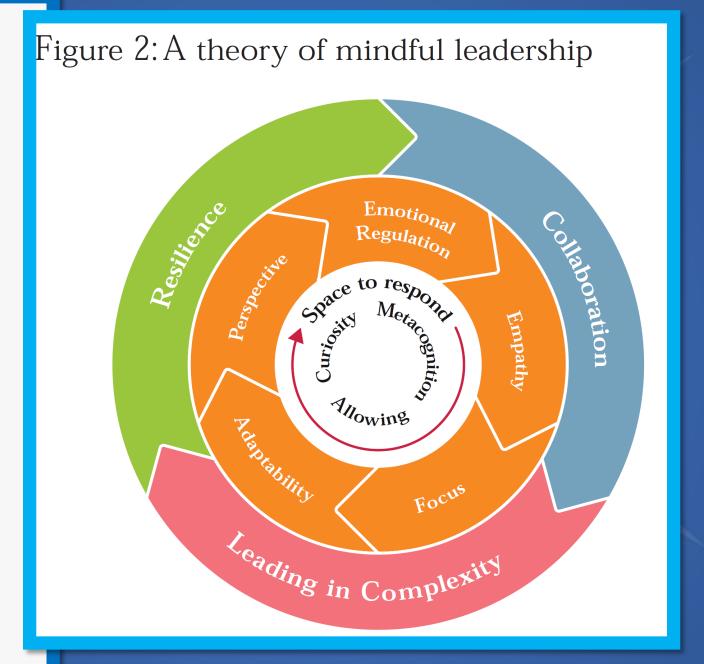
### DIABETES

Evidence-Based Management

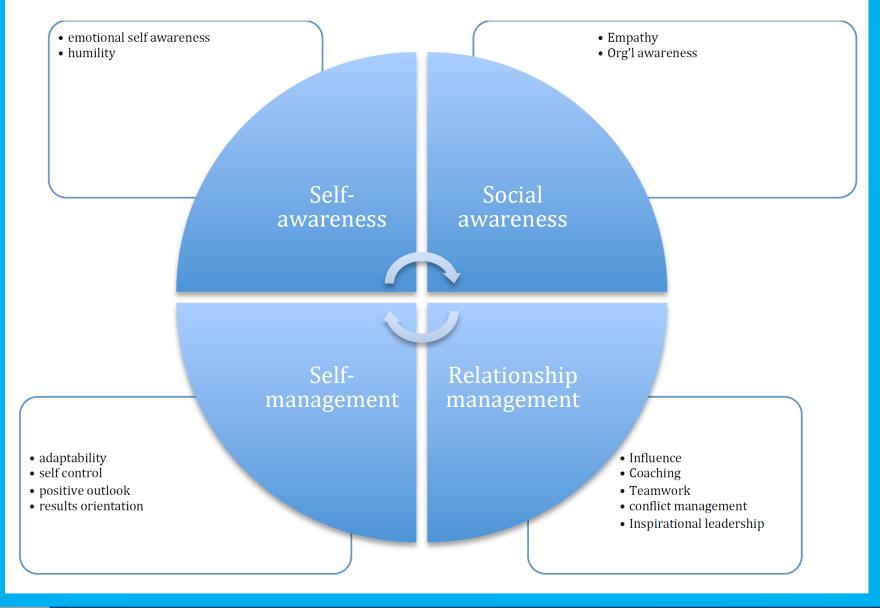
Mindfulness: Enhancing physical and mental wellbeing









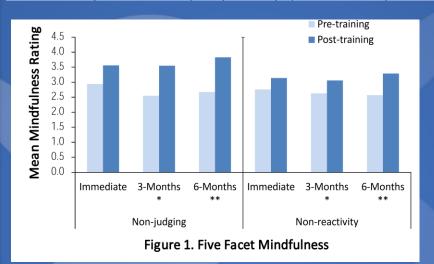


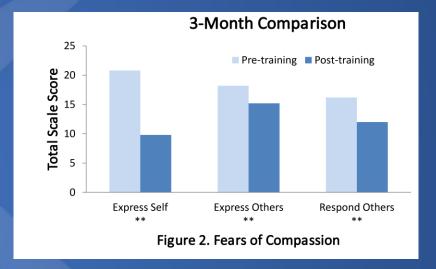


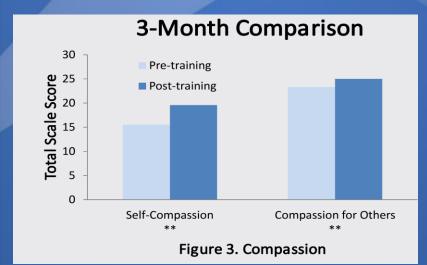
### Mindful leadership training augments mindfulness, compassion, and well-being

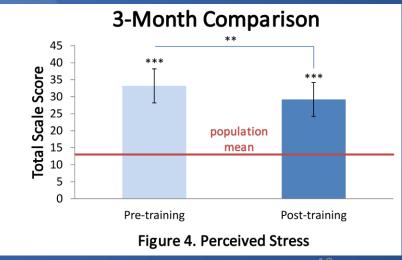
Michael Halldorson<sup>1,2</sup>, Michael McIntyre<sup>1,2</sup>, Dawn MacDonald<sup>2</sup>, Jennifer Kornelsen<sup>1,2</sup>, Michael McIntyre<sup>1,2</sup>,

¹ St-Boniface Hospital Research Centre, ² Compassion Project, Catholic Health Corporation of Manitoba, Corporation catholique de la santè du Manitoba











### AIMS OF 5-DAY INTENSIVE MINDFULNESS LEADERSHIP TRAINING

#### 1. Mindfulness: Definition, Relevance, and Evidence

Introduction to the concept and practice of mindfulness. Students will read and discuss the core literature on this topic. The contemporary 'interacting agent' model of the mind will be introduced and the course purposes and activities related to that model. In addition, students will learn mindfulness exercises and will begin practicing them in class, at home and at work. Students will keep a journal on their experiences with mindfulness practice at home and at work. Mindfulness training gives the primary context for this course and will take place throughout and synchronously to the coverage of the course theoretical material.

#### 2. Leadership: What do we know?

Introduction and overview of the leadership literature. In addition to a comprehensive text on leadership theory and practice, selected readings on leadership in business will be covered. Students will learn the historical development of leadership theories and the current accepted ideas related to effective leadership. Ultimately the focus will be on transformational leadership and on leadership skill development.

#### 3. Leadership and Mindfulness: The Practice of Mindful leadership

The focus in this part of the course is on integrating leadership and mindfulness. Students will read the research on how mindfulness affects leadership practices and effectiveness and relate this to their work experiences and practices. Students will be asked to write a short term paper on this topic.



### MINDFUL LEADERSHIP TRAINING Basic Course Components

### Mindfulness

Concept and Practice



Leadership

What do we know?



Mindful Leadership

Attentive, focused, non-reactive, and clear.

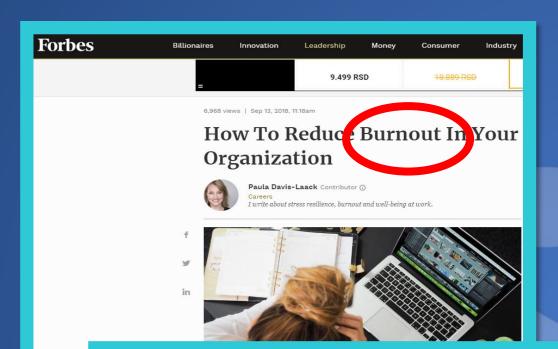


### QUALITIES OF A MINDFUL LEADER

- ACCOUNTABLE
- VALUE CLARITY, NOT SPEED IN DECISION-MAKING
- ADAPTIVE
- START WORKPLACE RELATIONSHIPS WITH COMPASSION
- OPEN TO CHANGE & INNOVATION
- RESILIENT
- SKILLFUL IN PREVENTING BURNOUT -IN THEMSELVES AND THEIR TEAM







Billionaires

Innovation

**Forbes** 

LEADERSHIP

Consumer

Industry

### Training Leaders to Manage Stress and Improve Organizational Performance

May 8, 2017 • Kenneth Matos • 3 min read





Leadership

s 2019© 2



### MODIFIED MINDFULNESS-BASED STRESS REDUCTION LEADERSHIP TRAINING

#### 8-WEEK CURRICULUM ACTIVITIES:

- SITTING MEDITATION
- WALKING MEDITATION
- MINDFUL EATING
- MINDFUL BREATHING
- QUIGONG PRACTICE
- BODY SCAN
- BETWEEN SESSIONS HOMEWORK PRACTICE





### LEADERSHIP HYBRID TRAINING

### **COURSE STRUCTURE (28 TRAINING HOURS):**

- 3-H LEADERSHIP SKILLS DEVELEOPMENT TRAINING
  - 2 CONSECUTIVE DAYS (16 TRAINING HOURS)
- MODIFIED MBSR TRAINING
  - 8-WEEK ONCE A WEEK 90 MIN. TRAINING SESSION
  - BETWEEN-SESSION HOMEWORK PRACTICE



### PILOT (PRE-LAUNCH) LEADERSHIP DEVELOPMENT PROGRAM

#### **AIMS OF THE PILOT PROGRAM:**

- Assess a need for a Leadership Training Program among different Leadership Groups (i.e. Senior, Mid and Front Leaders)
- Test feasibility of a larger Leadership Development course
- Investigate Leaders' perception about most efficient training delivery methods
- Install commitment to continuous improvement of leadership skills
- Encourage ownership of self-development



### **LEARNING OBJECTIVES**

- Learn about the benefits of building and leading a 3H Workplace
- How to "Walk the Talk"
- How to plan, prioritise and manage improvements and start the actions within 3H working environment
- How to maintain success and thrive towards sustainable 3H Leadership Excellence
- Effectively Manage Stress and Prevent Burnout with Mindfulness-Based Interventions



### WHO SHOULD ATTEND

- Leaders who are concerned about the present and future of their workforce well-being
- Leaders who seek innovative solutions to complex problems related to corporate wellness
- Leaders who want to help shape a more unified world with sustainable, healthy, happy and harmonious working environments
- Leaders who are interested in advancing their leadership skills for the new age and learn practical solutions about how to efficiently embed them in existing corporate cultures



### **INSTRUCTIONAL METHODS**

- LECTURES
- CASE STUDIES
- ASSESSMENTS
- ROLE PLAY/ROLE MODELLING
- SIMULATION EXCERCISES
- GROUP DIALOGUE AND ACTIVITIES
- GAMIFICATION
- PEER COACHING

### Day 1

### Day 2

Morning

WHAT IS 3H-WORKPLACE CONCEPT

Morning

DEVELOPING PRACTICAL SKILLS
TO LEAD AND MANAGE
3-H WORKPLACE

Afternoon

LEADERSHIP VALUES AND SKILLS
OVERVIEW TO THRIVE IN
3H-WORKPLACE

Afternoon

SUSTAINABLE LEADERSHIP WITHIN 3H-WORKPLACE

### 3H LEADERSHIP SUSTAINABILITY TRAINING

Leadership

Sustainability Leadership: How the Paradigm is Shifting To Triple Botton Line

By Ashad Ubaid - April 17, 2018

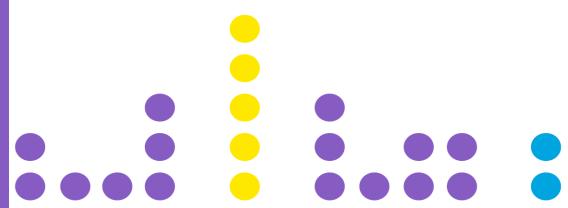
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The 2018

### GlobeScan-SustainAbility Leaders Survey





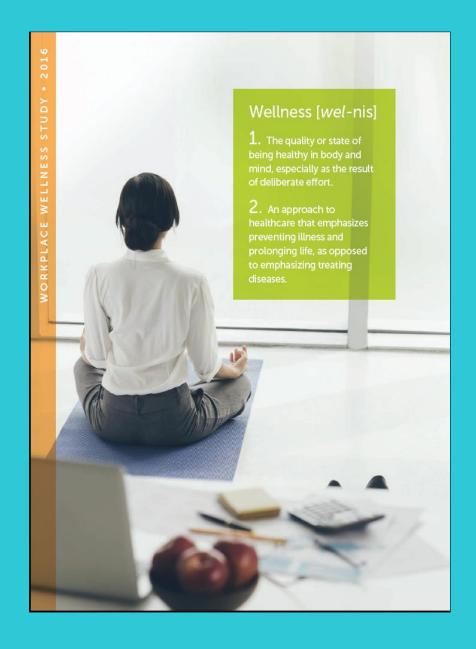
### TRAINING DELIVERY FORMATS



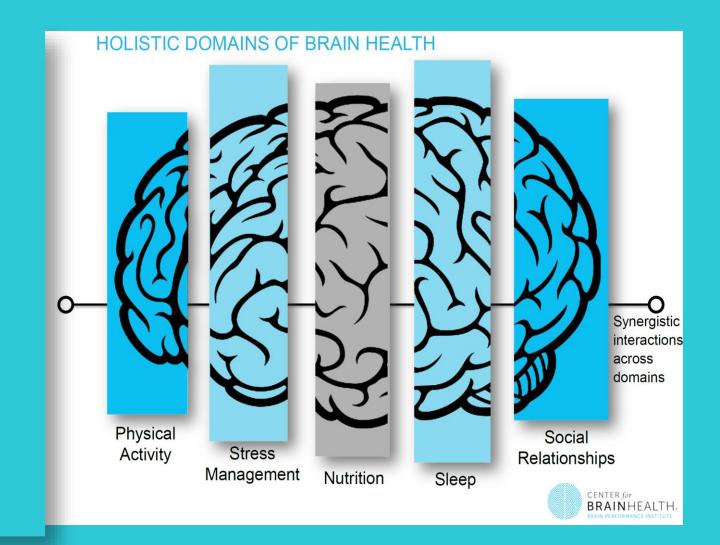




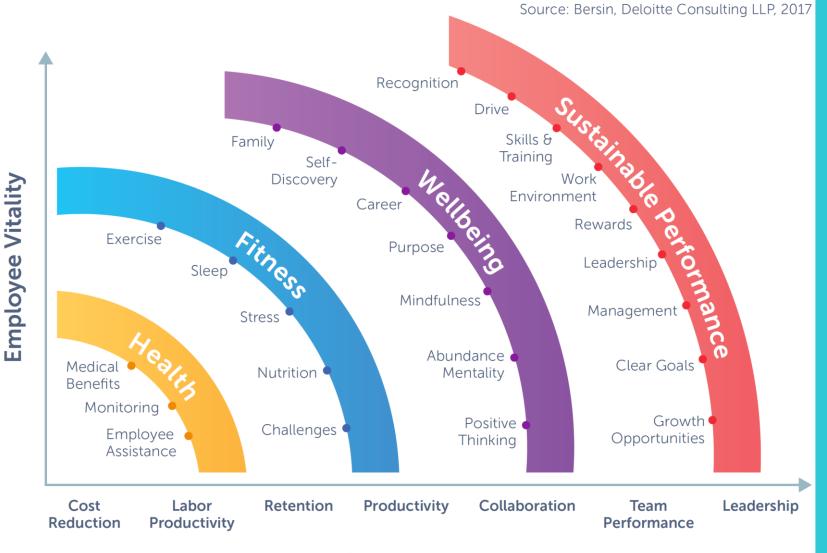
# THE FUTURE OF WOLLD SS AT WORK







## From Wellness to Wellbeing to Performance

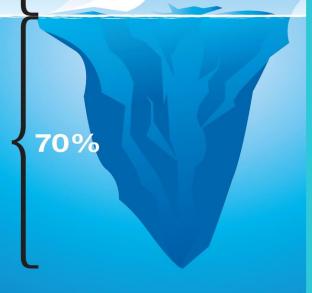




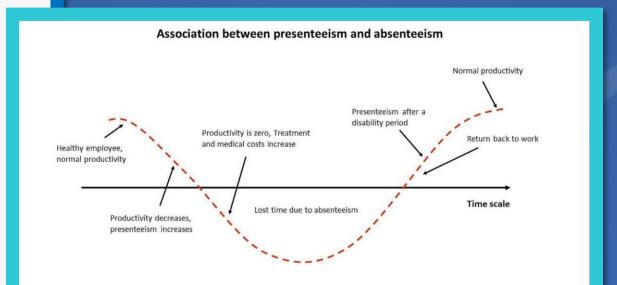
## **Full Cost Of Poor Health To Employers**

Personal Health Costs Medical care Pharmaceutical costs 30%

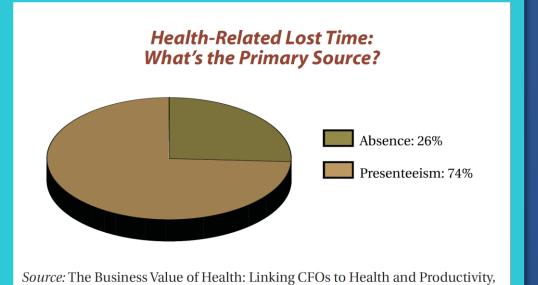
Health-Related Lost Productivity Costs Presenteeism Absenteeism







**Figure 1.** A schematic view of the association between presentee Brouwer et al. (2005)



Integrated Benefits Institute, May 2006.



Figure 4.4: Absenteeism and presenteeism both increase sharply with poorer mental health

Panel A. Sickness absence incidence

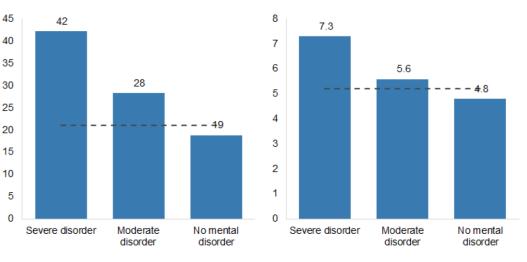
Percentage of persons who have been absent from work in the past four weeks (apart from holidays)

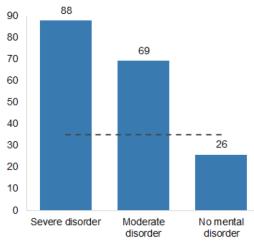
Panel B. Average duration of sickness absence

Average number of days absent from work in the past four weeks (of those who have been absent)

Panel C. Presenteeism incidence

Percentage of workers *not* absent in the past four weeks but who accomplished less than they would like as a result of an emotional or physical health problem



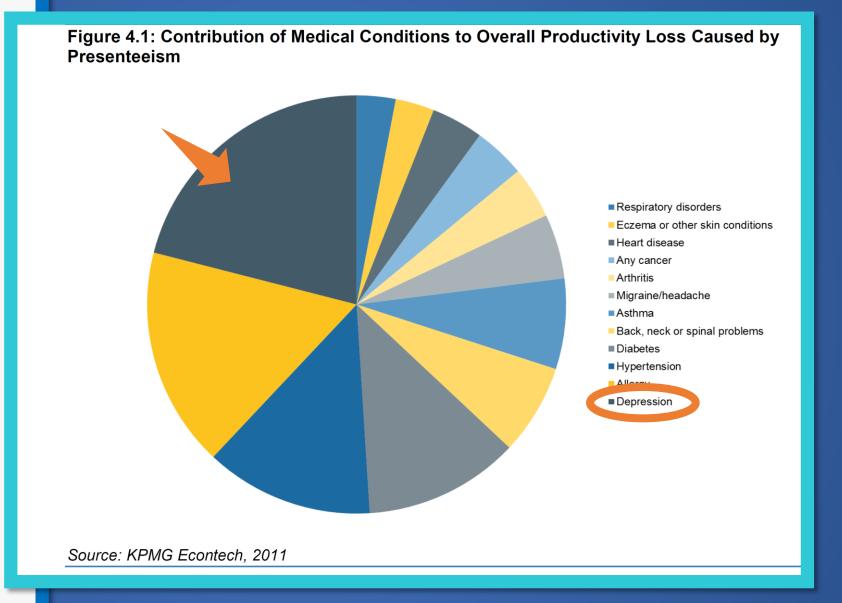


Notes: Incidence of absenteeism and presenteeism (in percentage) and average absence duration (in days), by mental health status, average over 21 European OECD countries in

Note: Averages are represented by dashed lines.

Source: OECD, 2012





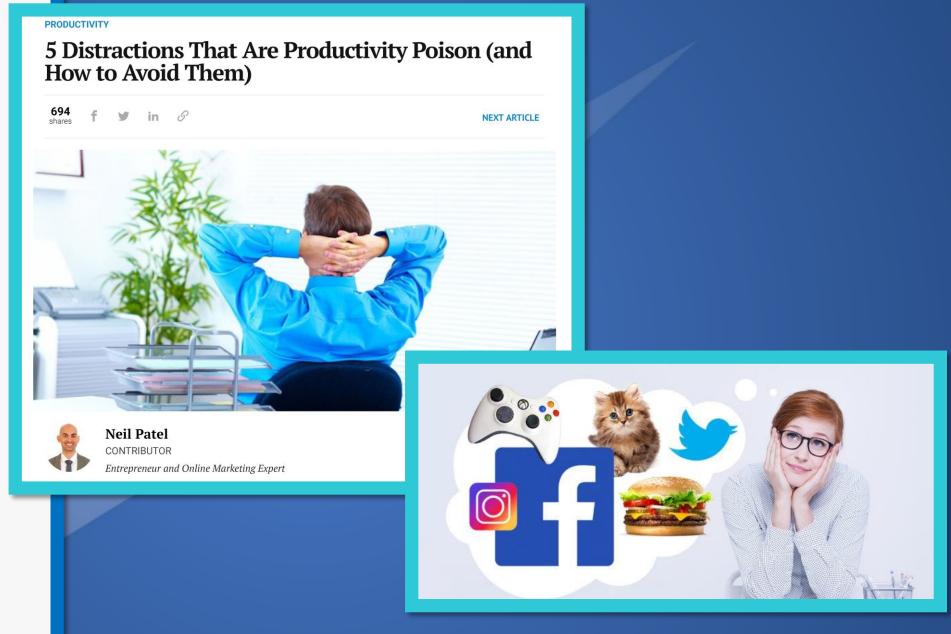
## Staying@Work Survey

#### To what extent are the following an issue for your workforce?

Rank	Global	EMEA	Germany	Netherlands	Spain	UK and Ireland	Turkey	GCC	
1	Stress 64%	Stress 74%	Stress 89%	Stress 71%	Stress 74%	Stress 66%	Stress 79%	Stress 70%	
2	Lack of physical activity 53%	Lack of physical activity 45%	Lack of physical activity 58%	Lack of physical activity 47%	Lack of physical activity 37%	Lack of physical activity 36%	Presenteeism 56%	Tobacco use 50%	
3	Overweight/ obesity 45%	Presenteeism 33%	Presenteeism 39%	Presenteeism 35%	Presenteeism 29%	Lack of sleep 31%	Lack of physical activity 51%	Lack of physical activity 48%	
4	Poor nutrition <b>31</b> %	Overweight/ obesity 32%	Poor nutrition <b>39</b> %	Lack of sleep 29%	Poor nutrition <b>29</b> %	Poor nutrition 29%	Lack of sleep 45%	Overweight/ obesity 39%	
5	Lack of sleep 30%	Poor nutrition <b>31</b> %	Overweight/ obesity 28%	Tobacco use 28%	Overweight/ obesity <b>29</b> %	Overweight/ obesity 29%	Unplanned absences 38%	Poor nutrition 36%	
6	Presenteeism <b>26</b> %	Lack of sleep 28%	Tobacco use 25%	Overweight/ obesity 28%	Tobacco use 24%	Presenteeism 21%	Tobacco use 37%	Poor financial well-being 33%	
7	Tobacco use 24%	Tobacco use 28%	Lack of sleep 23%	Poor nutrition <b>24</b> %	Lack of sleep 23%	Tobacco use 18%	Poor financial well-being 37%	Lack of sleep 26%	
8	Unplanned absences 21%	Unplanned absences 21%	Unplanned absences 23%	Poor financial well-being 17%	Unplanned absences 14%	Poor financial well-being 14%	Poor nutrition <b>35</b> %	Presenteeism 22%	
9	Poor financial well-being 19%	Poor financial well-being 14%	Poor financial well-being 8%	Unplanned absences 0%	Poor financial well-being 9%	Unplanned absences 11%	Overweight/ obesity 29%	Unplanned absences 13%	
	Note: Percentages reflect 'to a great extent' - a 5, 6 or 7 on a seven-point extent scale.								









Chatting with colleagues 77%

Tea Breaks 60%

Browsing the internet 47%

IT Problems 42%

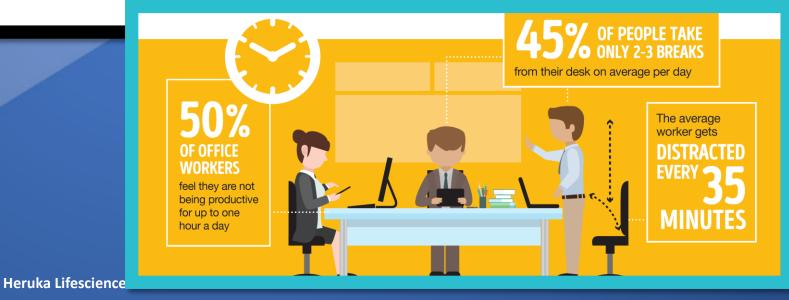
Colleagues' Bad Habits 30%

Being too hot 37%

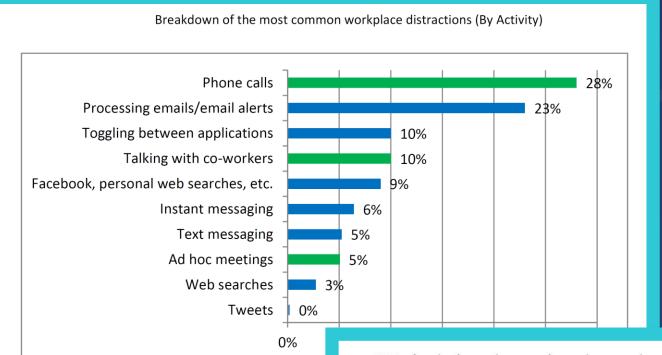
Uncomfortable Workstations 25%

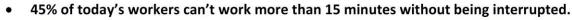
Uncomfortable Chairs 25%

# Distraction Epidemic









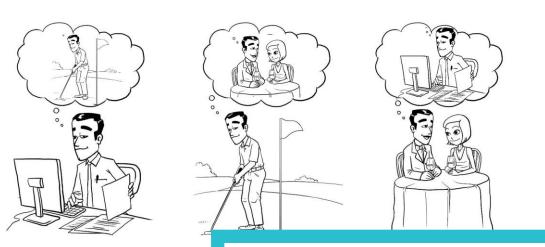
How long can you work on a task (on average) without being interrupted?



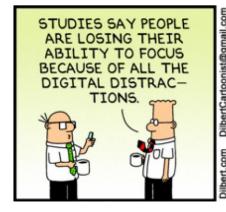


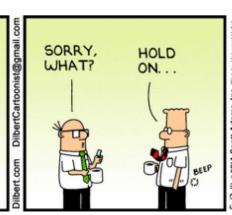


## HOW ATTENTIVE ARE YOU?



## DO YOU RECOGNIZE YOURSELF?











## Multitasking Damages Your Brain And Career, New Studies Suggest



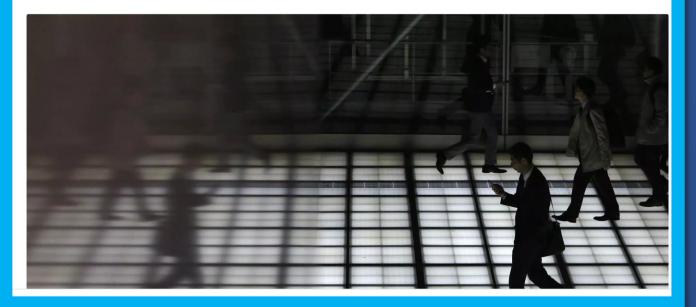
Travis Bradberry Contributor ()

I cover emotional i

**BRAIN DRAIN** 

Neuroscientists say multitasking literally drains the energy reserves of your brain

By Olivia Goldhill • July 3, 2016



Heruka Lifescie



## **PERFORMANCE & MULTITASKING**

#### **REDUCES EFFICIENCY**

(SWITCH TIME)

### **DECREASES QUALITY**

(MORE MISTAKES)

#### **HAMPERS CREATIVITY**

("CUP FULL")



#### **REWIRES THE BRAIN**

(BECOMES DEFAULT WORKING MODE)

#### **KILLS OVERVIEW**

(POOR PRIORITIZATION)

#### **REDUCES WELL-BEING**

(INCREASES STRESS)

#### **DRAINS ENERGY**

(SWITCH ENERGY)

McKinsey Quarterly January 2011 - Nature 2004, Christian Gaser et.al..
Stanford University; "Cognitive control in media multitaskers", Eyal Ophir Et. Al. —Published in NeuroImage August 2009

## **NEGATIVE EFFECTS OF DIGITAL MULTITASKING**







GENERALLY DECREASES
PRODUCTIVITY

DIMINISHES ACADEMIC PERFORMANCE

INCREASING LEVELS OF STRESS







## **Increased Levels of Stress**

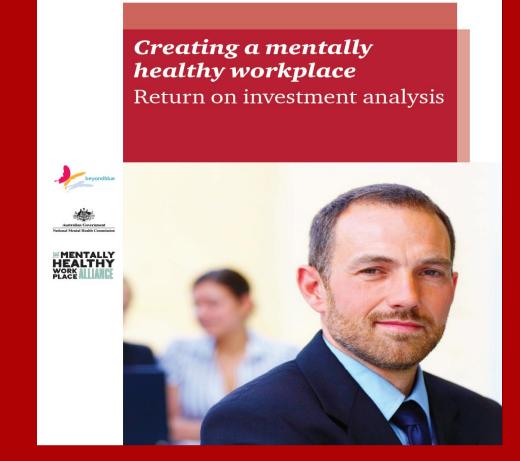
### DETRIMENT TO PHYSICAL AND MENTAL HEALTH

- Over time, the stress of multitasking may even become dangerous,
   A steady flow of stress hormones can strain the body and threaten health.
- "Stress can cause headaches, stomach trouble, and sleep problems. Chronic work-related stress can lead to chronic problems, including back pain, heart disease, and depression." -National Institute for Occupational Safety and Health [10]

ANXIETT



The return of investment for preventive healthcare programmes



INFORMATION SOLUTIONS Convince me...

Why should a business invest in the health and well-being of its workers?

**THOMSON** 



ROLLINS SCHOOL OF PUBLIC

INFORMATION SOLUTIONS

## It seems so logical...

...if you improve the health and well being of your employees...

...quality of life improves

...health care utilization is reduced

...disability is controlled

...productivity is enhanced



THOMSON

ROLLINS PUBLIC HEALTH

INFORMATION SOLUTIONS

## **Health Promotion Program Studies**

- ROI studies of health management programs at:
  - Canada and North American Life
  - Chevron Corporation
  - City of Mesa, Arizona
  - General Mills
  - **General Motors**
  - Johnson & Johnson
  - Pacific Bell
  - Procter and Gamble
  - Tenneco

- ROI estimates in these nine studies ranged from \$1.40 -\$4.90 in savings per dollar spent on these programs.
- Median ROI was \$3 in benefits per dollar spent on program.
- Sample sizes ranged from 500 - 50,000 subjects in these studies.

Source: Goetzel, Juday, Ozminkowski. AWHP's Worksite Health, Summer 1999, pp. 12-21



ROLLINS SCHOOL OF PUBLIC

INFORMATION SOLUTIONS

#### Meta Evaluation of Worksite Health Promotion Economic Return Studies: 2005 Update - Larry Chapman (Art of Health Promotion, July/August, 2005)

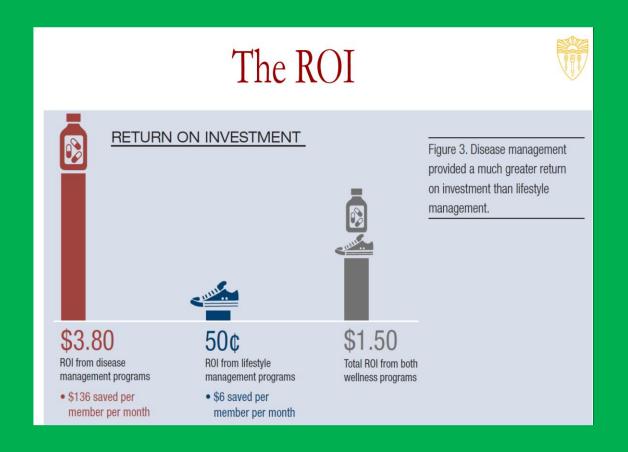
- Analysis includes a review of 56 peer reviewed studies
- Study methods are scored using 10 criteria
- Median year of publication 1994
- Number of combined subjects in all studies 483,232
- Average study duration- 3.66 years
- Primary outcomes examined: health care utilization/cost (28 studies) and absenteeism (25 studies)
- Results:
  - Average reduction in health care costs 26%
  - Average reduction in absenteeism 27%
  - Average ROI 5.81 : 1.00 (22 studies)



**THOMSON** 

## Additional ROI Evidence

- 2010 review by Harvard economist found wellness programming returne
   \$3 in healthcare savings and \$3 in reduced absenteeism cost for every \$1 invested
- 2012 Gallup State of the American Workplace study finds employees wi higher overall wellbeing have 41% lower healthcare-related costs vs. employees who are struggling and 62% lower costs vs. employees who as suffering



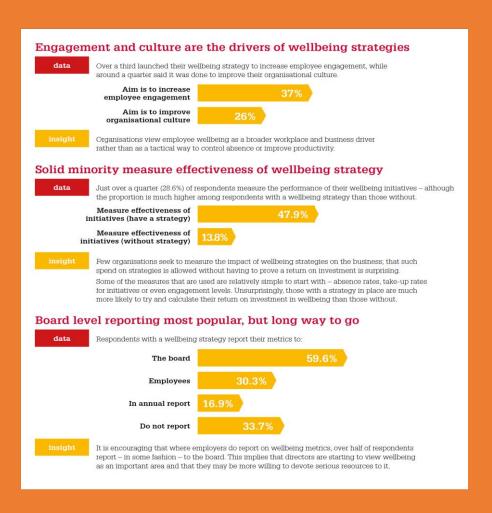
# Value Of Investment (VOI) IN THE WORKPLACE HEALTH PROMOTION





# Value Of Investment (VOI) IN THE WORKPLACE HEALTH PROMOTION

## Implementation of wellbeing strategies to rise rapidly Over half of respondents (54.8%) have no wellbeing strategy in place. data Virtually all of this group plan or wish to implement one: Plan to introduce a strategy in 2017 Plan to introduce a strategy in next few years Strategy is on wish list, but not planned yet There is a tremendous growth in the number of carefully-formulated wellbeing strategies being implemented in UK workplaces, with the trend set to grow for years to come (bearing in mind this research captures those respondents already engaged with the concept). Most wellbeing strategies are under three years old Of those with a wellbeing strategy, around a quarter have had data their strategy in place for more than three years. Have a clearly-defined wellbeing strategy Had strategy in place for more than 3 years We can see how recent the growth in wellbeing strategies is. Some organisations have had these in place for many years, but the real growth has been in the past three.



# Value Of Investment (VOI) IN THE WORKPLACE HEALTH PROMOTION



## Line manager training focuses on stress and resilience

data

Around a third (31.7%) of respondents provide training for line managers to help them support and promote employee wellbeing – and this training tends to focus on stress and resilience (75.0%), absence management (72.9%) and how to have difficult conversations (65.7%).

Offer training to line managers to support employee wellbeing

31.7%

insiaht

Line managers are vital to whether or not wellbeing strategies work well. They are the primary influencers of employee engagement and organisational culture. Yet the majority receive no training on wellbeing. Where they do, the major focus of any training is on stress and resilience. This reflects the growing importance that employers – and public bodies – are placing on mental health.

#### **Quarter offer incentives to staff**

data

A quarter of respondents with a wellbeing strategy offer some form of incentive – financial or otherwise – to encourage employees to participate in their wellbeing initiatives. The initiatives that are most commonly incentivised are fitness challenges (24.7%), wearable devices (17.2%) and weight loss programmes or challenges (14.7%).

Offer incentive to encourage staff to participate

26.6%

insight

The number of respondents offering some form of incentive for employees to take part in wellbeing initiatives has increased slightly since 2016 – but these numbers still lag a long way behind comparative figures for US companies.



# EUROPEAN WORKPLACE SURVEY (2016)

## So, what is important to employers?

- Financial outcomes
  - Cost savings, return on investment (ROI) and net present value (NP
  - Where to find savings:
    - · Medical costs
    - Absenteeism
    - Short term disability (STD)
    - Workers' Compensation (safety)
      - Dracantaeism
- Health outcomes
  - Adherence to evidence based medicine
  - Behavior change risk reduction health improvement

Quality of life (humanistic) and productivity outcomes

- Improvement in quality of life
- Improved "functioning" and productivity

THOMSON





- Focusing on improving the health and quality of people's lives will improve the productivity and competitiveness of our workers and citizens.
- A growing body of scientific literature suggests that well-designed, evidence-based Health and Productivity Management Programs can
  - Improve the health of workers;
  - Lower their risk for disease;
  - Save businesses money by reducing health-related losses and limiting absence and disability;
  - Heighten worker morale and work relations;
  - Improve worker productivity; and
  - Improve the financial performance of organizations instituting these programs.



тномѕои



ROLLINS SCHOOL OF PUBLIC HEALTH





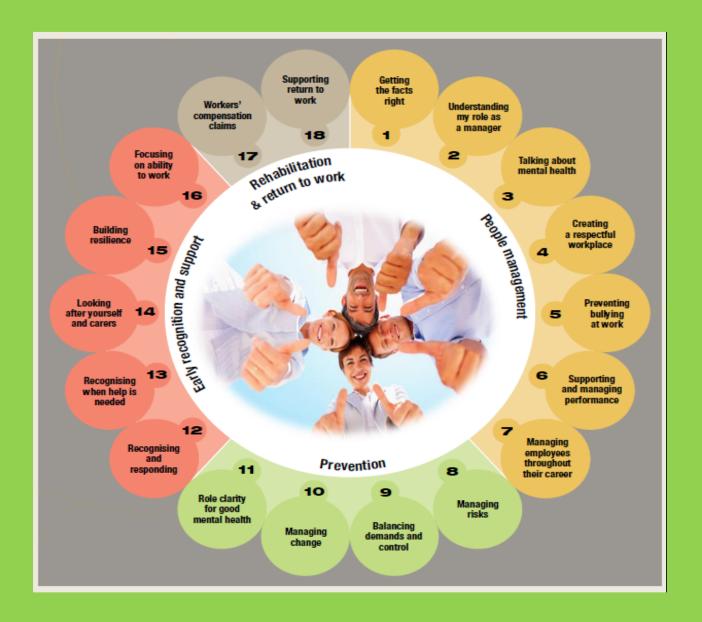
"A striking rise in mental illness in the global economy means it is crucial for business executives and health experts to learn what they can do together to confront the medical and non-medical causes of mental illness in the workplace."

Tim Price

ROUNDTABLE CO-FOUNDER, 1998

HOW IT BEGAN.....(1998)

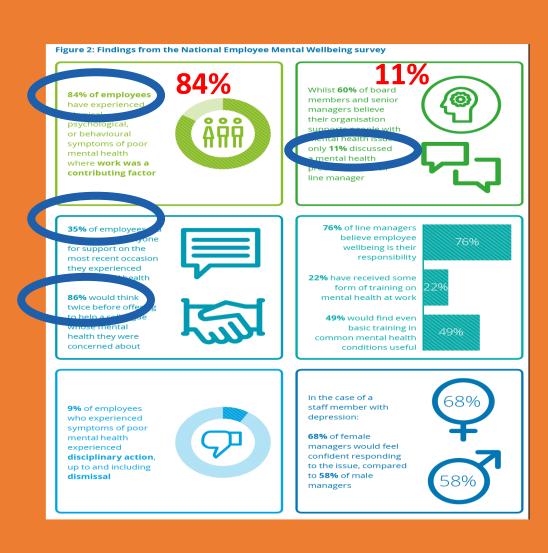
MENTAL HEALTH PROMOTION AT WORKPLACE



# What is Mental Health Promotion at Workplace

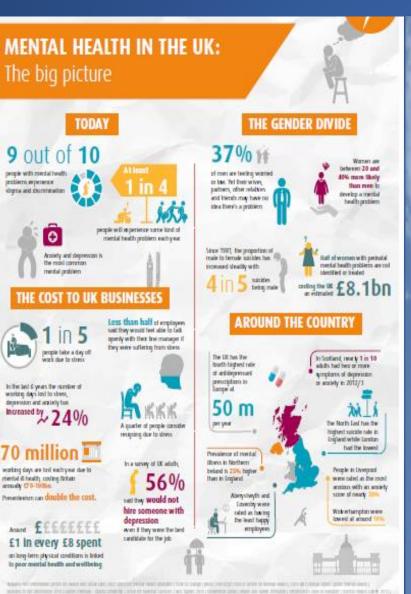
- 1) Prevention
- 2) Early symptom recognition and support
- 3) Rehabilitation and return to work
- 4) People management

# WHY IS PROMOTION OF WORKPLACE MENTAL HEALTH SO IMPORTANT



- 84% OF EMPLOYEES EXPERIENCED MENTAL HEALTH SYMPTOMS RELATED TO WORK
- ONLY 11% REPORTED AND DISCUSSED IT WITH THEIR MANAGER
- 86% WOULD BE HESITANT ABOUT HELPING A COLLEAGUE WITH A MENTAL HEALTH PROBLEM
- 9% OF EMPLOYEES WITH MENTAL HEALTH PROBLEMS WILL EXPERIENCE SOME KIND OF DISCIPLINARY ACTION FROM THE EMPLOYER INCLUDING DISMISSAL FROM WORK

## MENTAL HEALTH SYMPTOMS AT WORKPLACE ARE UNIVERSAL PHENOMENA





## Роцика Барист

## e Economics and

#### Depression in the workplace in China Workplace depression is a major issue across different cultures and economies, with

devastating consequences.

Lifetime prevalence of depression in China: 3.3% or 44 million U

1. The Statistics Portal. China Population from 2010 to 2020. Available at: www.statista.com/statistics/0517/53/total-population-ofchina/ Last accessed: August 2016; 2. Gu Let al. Plos One. 2013;86(a):65356

#### Depression costs China more than US\$20 billion in lost productivity

(absence from work, and attending work while unwell)<sup>1</sup> x1.5 higher than the amount spent by shoppers on China's Single's Day - the world's biggest online shopping day2



US\$20b Lost Productivity

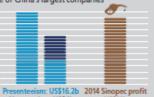
Spend on "Singles Day"

1. Evans-Lacko, S. & Knapp, M. Soc Psychiatry Psychiatr Epidemiol (2016).

 China spends \$UST2b on Singles Day. Available at: www.signews.com.autulture/ offbest/2015/11/12/china-spends-us12b-on-singles-day-himi Last accessed August 2016

#### Depression-related presenteeism\* costs China US\$16 billion (\*attending work whilst unwell)

Almost x1.5 higher than Sinopec's 2014 profit, one of China's largest companies<sup>2</sup>



Absenteeism: US\$4b

ism lettending work while unwell! Absenteelsm (unscheduled absence from work) 2014 Sinopec profit

Evans-Lacko, S. & Knapp, M. Soc Psychiatry Psychiatr Epidemiol (2016) doi:10.1007/s00127-016-1278-4;

Singues announces 2014 full year results. Available at: http://www htmlp://cidorel.ca/caradas-foreion-aid-2012-2/ Last accessed: August 2016

The cognitive symptoms of depression for instance difficulties in concentrating present up to 94% of the time during significant impairment in work function and productivity2

1. Conradi III et al. Psychological Medicine. 2011;61:1165–1176; 2. Greer TL et al. CNS Drugs. 2010;26(6):267–284



are a crucial factor affecting workplace performance in people with depression

McIntyre RS et al. Compr Psychiatry, 2015; 56:279-82



Almost 60% of Chinese employees are highly educated Highly educated employees with depression are likely to...

 Work in a highly demanding job and therefore be severely Impacted by the cognitive symptoms of depression

 Manage others so the impact of their depression has wider consequences

Evans-Lacko, S. & Knapp, M. Soc Psychiatry Psychiatr Epidemiol (2016). doi:10.1007h00127-016-1278-4.

Chinese employees are likely to keep working during an episode of depression, impacting their productivity and performance at work



11-15 days = 6.5% 16-20 days = 7.5% 21+ days = 5.8%

Evarn-Lacko, S. & Kropp, M. Soc Psychiatry Psychiatr Epidemiol (2016). doi:10.1007/ s00127-016-1278-4.



ANY OTHER DESIGNATION AND ADDRESS OF A SAFETY OF A SAF



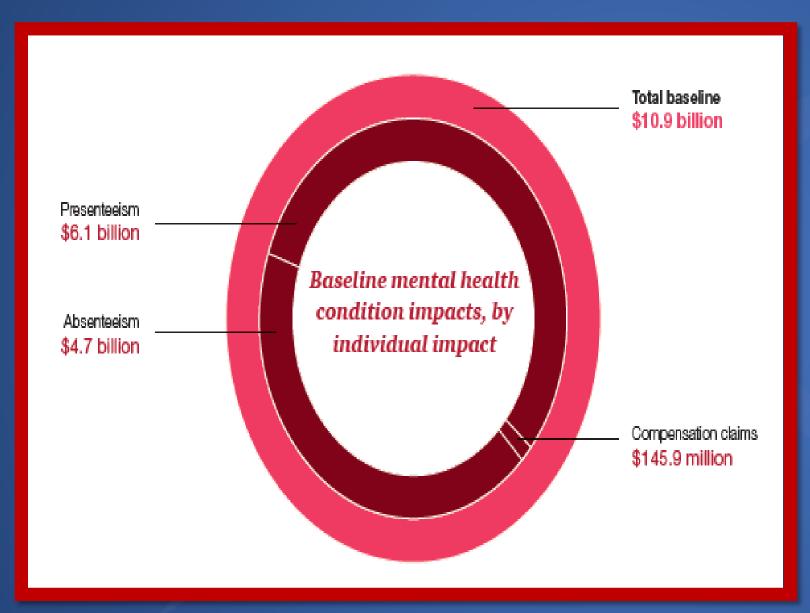


Mental Health in the Workplace 1 in 5 Australian employees are likely to experience a mental health condition.

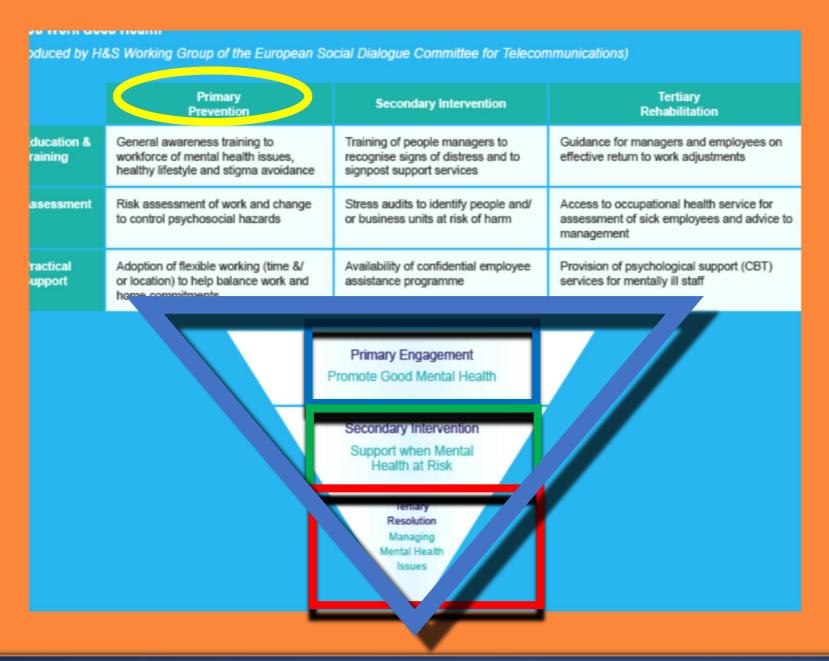
The Drivers for Success



## IMPACT OF NOT ADDRESSING MENTAL HEALTH AT WORKPLACE



- Mental health conditions cost Australian workplaces \$10.9 billion per year
- The impact of mental health conditions is measured as the total cost of absenteeism, presenteeism and compensation claims estimated in one year across all industries
- This is estimated to be approximately \$10.9 billion per year. This comprises \$4.7 billion in absenteeism, \$6.1 billion in presenteeism and \$145.9 million in compensation claims



- PROACTIVE APPROACH TO WORKPLACE MENTAL HEALTH PROMOTION IN TERMS OF CONDUCTING PRIMARY PREVENTION INTERVENTIONS THROUGH COACHING SHOULD BE IMPLEMENTED AS OFTEN AS POSSIBLE
- THE ACQUIRED SKILLS WOULD ENABLE EMPLOYEES TO CONFRONT STRESS AND DEPRESSIVE SYMPTOMS MORE EFFICIENTLY
- SECONDARY
  INTERVENTION SHOULD
  FOCUS ON ASSISTANCE
  TO EMPLOYEES ALREADY
  EXPRIENCING
  DEPRESSIVE OR/AND
  ANXIETY SYMPTOMS









### SMARTER WORK DESIGN

- Create flexibility around working hours and where, when and how work is performed
- Create more opportunities for individuals and teams to be involved in decision-making processes
- Meet WHS requirements to reduce risks to mental and physical injury

#### BUILD RESILIENCE

- Provide stress management and resilience training for those in high risk jobs
- Provide stress management and resilience training which use evidence-based approaches such as cognitive behavioural therapy
- Create a workplace that provides opportunities for regular physical activity
- Provide mentoring and coaching

#### SUPPORT RECOVERY

- Provide training programs for leaders and supervisors on how to support workers' recovery from mental illness and during stressful life events
- ✔ Facilitate flexible sick leave arrangements
- ✔ Provide return-to-work programs
- Modify job/work schedule/duties where appropriate
- Ensure that those with a history of mental illness (and their carers) are not discriminated against

### BUILD BETTER WORK CULTURES

- Provide training programs for leaders and supervisors including workplace mental health education
- Ensure senior staff are engaged in mental health promotion and ensuring a safe and positive climate
- Develop, implement and monitor a mental health policy including zero tolerance of bullying and discrimination
- Ensure that change is managed in an inclusive manner with open and realistic communication

### EARLY INTERVENTION

- Promote and facilitate staff to seek help early
- Consider conducting well-being checks once appropriate support and resources are in place
- ✔ Offer Employee Assistance Programs which use experienced staff and evidence-based methods
- Provide mental health training so all staff can help support each other
- ✓ Consider providing a peer support program for staff

### INCREASE AWARENESS

- Provide access to mental health information and resources
- ✓ Conduct regular mental health awareness programs and training
- Include mental health education in staff induction development
- Actively engage in R U OK? Day and World Mental Health Day

Staff health and wellbeing programs should not be viewed as a cost to the organisation, but rather as a long term investment.

## SIX KEY AREAS AND STRATEGIES FOR CREATING MENTALLY HEALTHY WORKPLACES

#### STRATEGIES ARE NEEDED





### **Healthy Workplaces Manage Stress**

Managing stress and psychosocial risks at work







Safety and health at work is everyone's concern, it's good for you, it's good for business.

## The main goals of this EU campaign are to:

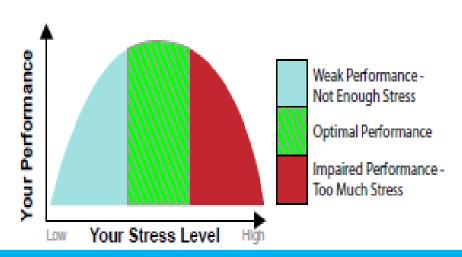
- Raise awareness of the growing problem of workrelated stress and psychosocial risks
- Provide and promote the use of simple, practical tools and guidance for managing psychosocial risks and stress in the workplace
- Highlight the positive effects of managing psychosocial risks and stress in the workplace, including the business case

## "Bottom Line: Stress is costing Organizations a Fortune." (US report on work-related stress 2012)

According to the 2012 American Psychological Association (APA) study, Stress in America, highly stressed people are:

- LESS LIKELY TO EAT HEALTHILY (30%)
- LESS LIKELY TO EXERCISE (25%)
- MORE LIKELY TO FAIL AT WEIGHT LOSS PROGRAMS (200%)
- GET HALF AS MUCH SLEEP AS PEOPLE REPORTING LOW LEVELS OF STRESS.

#### THE YERKES-DODSON CURVE



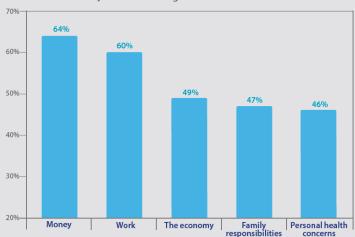
## Workplace Stress & Sickness

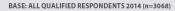
& The Rising Costs In Business

DDEAVDONAN COSTS ANNUAL COST FOR DUSINESSES						
BREAKDOWN		COSTS	ANNUAL COST FOR BUSINESSES			
DAILY	An estimated one million workers miss work each day because of stress. Absenteeism is to blame for 26 percent of health-related lost productivity in business	\$602 per/yer per employee	\$300 Billion			
YEARLY	Presenteeism: making mistakes, more time spent on tasks, poor quality work, impaired social functioning, burnout, anger, resentment, and low morale	\$150 billion per year in lost productivity				
LONG-TERM	Left untreated, prolonged stress can raise the risk for developing chronic—and costly—diseases, for a vast amount of all healthcare costs	\$58 Billion of diabetes alone in indirect costs	From depression to heart disease, annual costs for businesses per year in lost productivity			

#### **COMMON STRESSORS**

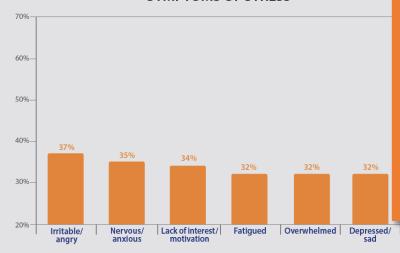
Very or somewhat significant source of stress





Q625 Below is a list of things people say cause stress in their lives. For each one, please indicate how significant a source of stress it is in your life.

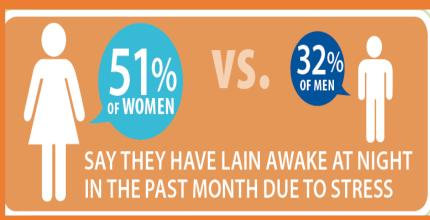
#### **SYMPTOMS OF STRESS**

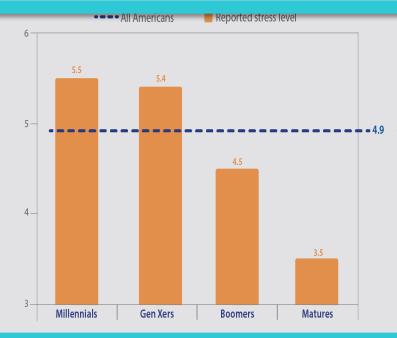


#### BASE: ALL QUALIFIED RESPONDENTS 2014 (n=3068)

Q810 Which of the following, if any, have you experienced in the last month as a result of stress? Please select all that apply.

Q7170 Which of the following, if any, have you experienced in the last month as a result of stress? Please select all that apply.





#### 4.9 < STRESS LEVELS BY AGE</p>

Stress levels for Millennials and Gen Xer well above average stress level (4.9)

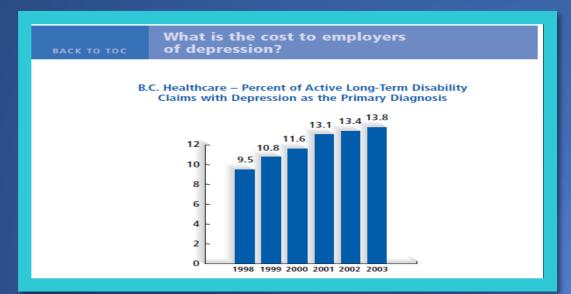
BASE: ALL QUALIFIED RESPONDENTS 2014 (Millennials n=720; Ge n=548; Boomers n=1324; Matures n=476)

Q605 On a scale of 1 to 10, where 1 means you have "little or no stress 10 means you have "a great deal of stress," how would you rate your av level of stress during the past month?



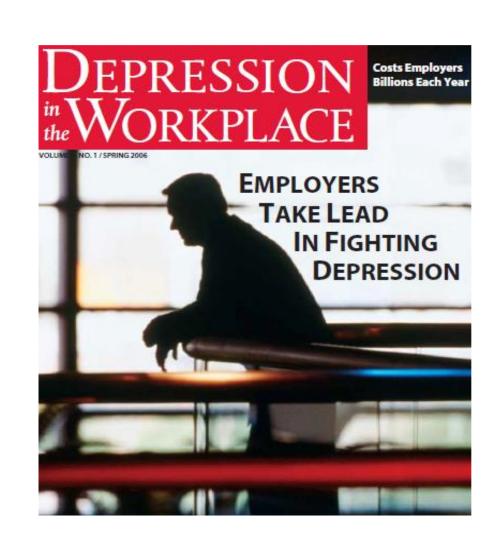
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### **COSTS OF DEPRESSION AT WORKPLACE**



#### Box 1. Direct and indirect costs of depression in the European Union

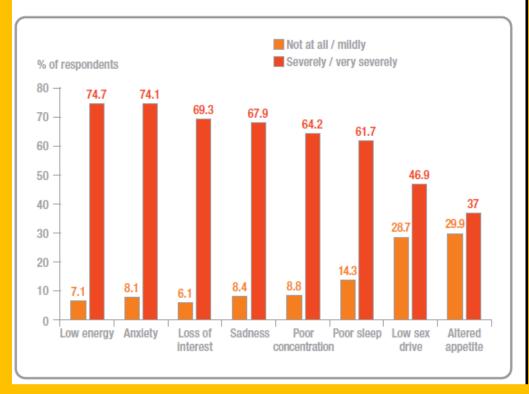
- → €92bn: the estimated costs of depression in 2010<sup>15</sup>
- → €54bn: the estimated indirect costs of depression in 2010, which include lost productivity at work, due to, for example, sick leave and early retirement. 15 These costs are unrelated to healthcare
- → 50%: the overall proportion of long-term sick and disability payments resulting from mental disorders, mostly depression, in Denmark and The Netherlands¹
- → 50%: the approximate proportion of the costs of depression that come from absenteeism\* and presenteeism15,16\*\*
- → Nearly 50%: the proportion of people taking sick leave while being treated for depression, of which more than one-third take over 26 weeks off work<sup>17</sup>
- Absenteeism is lost days of work<sup>18</sup>
- \*\* Presenteeism is low performance while at work, which transformed into lost day equivalents18



### IMPACT OF DEPRESSION ON EMPLOYEE JOB COURSE

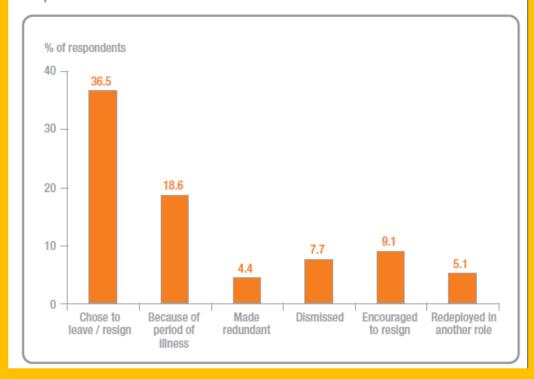
#### Figure 10. Distress caused by depression:

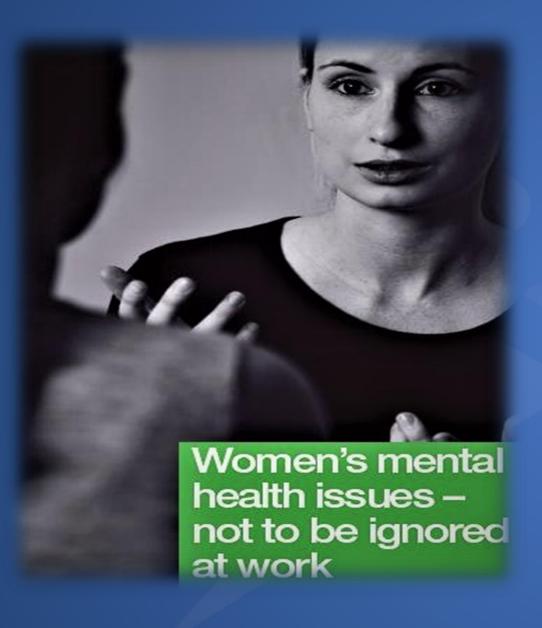
When you are depressed how distressing are the following?



#### Figure 8. Employment:

Have you ever lost a job/course as a result of your depression?



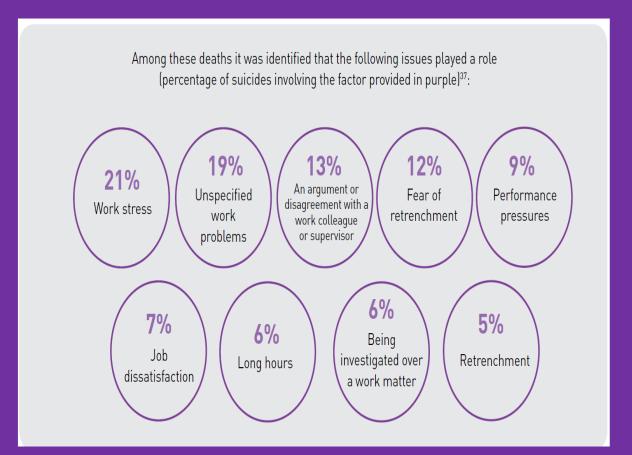


- DEPRESSION AT WORKPLACE IS OCCURING ALMOST TWICE AS MUCH MORE OFTEN IN WOMEN COMPARED MEN
- WOMEN MORE OFTEN EXPERIENCE INTERNALIZING SYPTOMS SUCH AS SENSITIVITY TO INTERPERSONAL RELATIONSHIPS WHILE MEN DISPLAY EXTERNALIZING SYMPTOMS RELATED TO CAREER AND GOAL ORIENTED FACTORS
- THEREFORE WHEN POSSIBLE GENDER SPECIFIC COACHING APPROACH ESPECIALLY IN GROUP SETTING SHOULD BE FOSTERED

Figure 3: Age and gender distribution of employed Depression Care individuals

Age group	Female	Male	Grand total
20-29	7.49%	3.96%	11.45%
30-39	14.10%	11.89%	25.99%
40-49	13.66%	8.37%	22.03%
50 and over	28.63%	11.89%	40.53%
Grand total	63.88%	36.12%	100.00%

### SUICIDE AT WORKPLACE





of Sleep Deprivation

Just one week of insufficient sleep alters the activity of our genes, which control our response to stress, immunity, inflammation and overall health. Here are the hidden health hazards caused by sleep deprivation.

**Higher levels of Anxiety** 

Lack of sleep amplifies the brain's anticipatory reactions, raising overall Higher Levels of Depression

Lack of sleep causes a decrease in neurotransmitters which regulate mood.

Excessive sleepiness impairs memory and the ability to think and process information.

**Higher Risk of Stroke** 

Lack of sleep negatively affects cardiovascular health, increasing the risk of restricting blood flow to the brain.

Circadian Rhythm (Natural Time Clock)

Leading to poor white blood cell health, which weakens our physical stress response.

Increased Risks of Breast Cancer

Late night exposure to light is linked to reduced melatonin production, which disrupts estrogen production. Too much estrogen promotes the growth of breast cancer.

Unhealthy Cravings

Sleep helps maintain a healthy balance of the hormones that make you feel hungry (ghrelin) or full (leptin). Lack of sleep causes ghrelin levels to increase and leptin to decrease.

Sources:

http://www.healthcentral.com/sleep-disorders/cf/slideshows/5-healthissues-that-arise-from-sleep-deprivation/hyperthension-risk-increases/ http://www.nhibi.nih.gov/health/health-topics/topics/add/howmuch.html http://www.nhibi.nih.gov/health/health-topics/topics/add/signs.html http://www.medicainenewstoday.com/articles/256912.php



Higher Risk of Hypertension

Sleeping between 5 and 6 hours a night increases the risk of having high blood pressure.

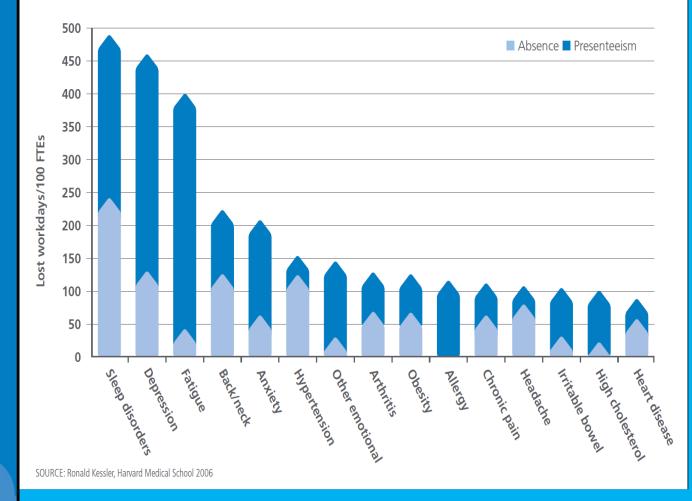
**Higher Risk of Heart Disease** 

When we sleep our blood pressure drops. Not experiencing this nightly drop in pressure is a risk factor for heart disease.

Higher Risk of Diabetes

Lack of sleep triggers our stress response, leading to the release of the stress hormones cortisol and norepinephrine, which are associated with insulin resistance.

#### **TOP 15 CAUSES OF LOST WORK TIME**



#### Other Organizational Implications

An organization with employees who are not sleeping well is susceptible to issues including:

- Lower engagement
- Lower morale
- Fewer creative ideas
- Increased turnover
- Increased competition from well-rested companies

This corresponds to an annual loss of \$12,166,080 from insomnia alone. There are over 80 recognized sleep disorders.





### **BURNOUT INTERVENTIONS**

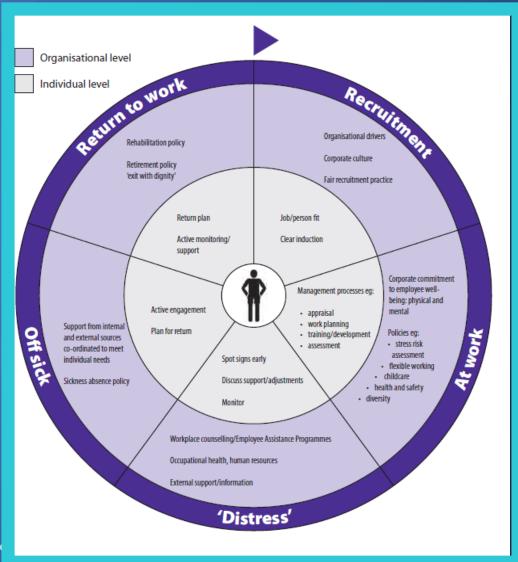
Intervention	Individual	Organisational
Primary	Selection & Assessment Pre-employment medical examination	Job Redesign Working time and schedules Management training, e.g. mentoring
Secondary	Mindfulness training Health promotion, e.g., exercise Cognitive behavioral therapy Relaxation Meditation Personal and interpersonal skill training Acceptance and commitment therapy Psychosocial intervention training Coping skills training Resilience training	Improving communication and decision making Conflict management Peer support groups Coaching & career planning
Tertiary	Employee Assistance Programmes Counselling Posttraumatic stress assistance Disability management	Vocational rehabilitation Outplacement

### HERUKAS' HEALTHY WORKPLACE UNIQUE APPROACH TO STRESS-MANAGEMENT

## Classical model of Workplace stress management

#### 1 Identify the stress risk factors: Understand the Management Standards 2 Decide who might 5 Monitor be harmed and how: and review: Gather data Monitor and review action plan/s and assess effectiveness Prepare the organisation 3 Evaluate the risks: 4 Record your Explore problems and findings: develop solutions Develop and implement action plan/s

### HERUKAS'HOLISTIC MODEL OF WORKPLACE INTERVENTIONS



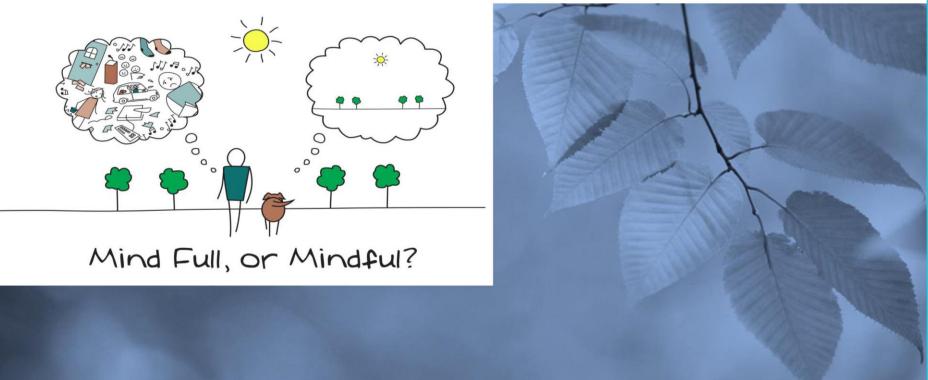
Health Innovati

## BENEFITS OF HAVING A HEALTHY MIND AT WORKPLACE

- Being able to work more productively and accomplish more, leading to greater career success
- Feeling more personal fulfilment from work
- Being absent less often
- Having better relationships with co-workers
- Feeling more rested and energized
- Being able to make choices about your priorities, rather than sacrifices
- Having improved relationships with family and friends



## INTRODUCTION MINDFULNESS AT WORK



https://www.youtube.com/watch?v=vqpv0c8mSfc#action=share





### Turning promise into practice™



### aetna

More than quarter of Aetna's workforce of 50,000 has participated it at least one mulitation class, and those who have report, on average:



28% reduction in stress levels



20% improvement in sleep quality



19% reduction in pain



Increased productivity by an average of **62 minutes per week** (worth \$3,000 per employee per year)

Demand 16. Wass programs of Linues to rise, and every class is overbooked.



The company has offered voluntary mindfulness programs to its employees in their Minneapolis headquarters either 2006 and as of late 2013, has trained 500 employees and 90 senior leaders.



83% were taking time each day to improve their personal productivity (up from 23% before the course)



82% now make time to eliminate tasks with limited productivity (up from 32% before the course)



80% had experienced a positive change in ability to make better decisions



89% of senior leaders said they were better listeners



### Why do they use mindfulness?















































**NSW@HEALTH** 













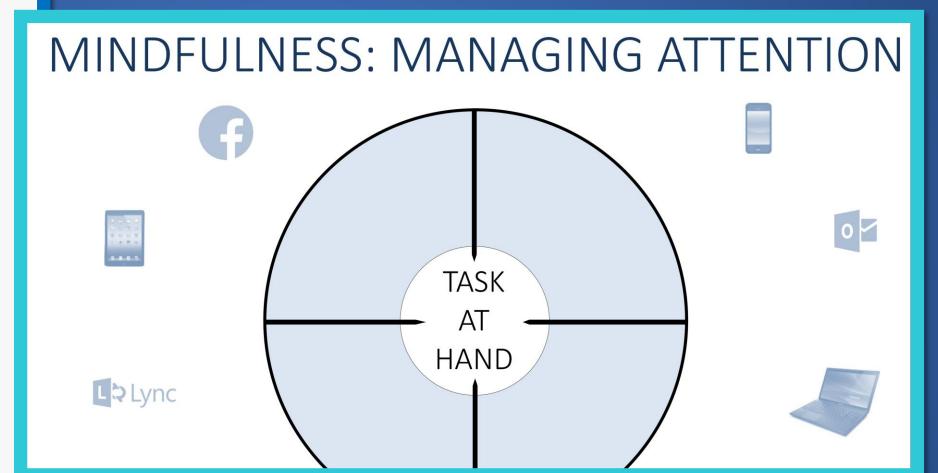


### THE PAID REALITY



Pressured
Always on
Information Overloaded
Distracted







# SCIENTIFIC REPORTS

**OPEN** Short-term mindfulness intervention reduces the negative attentional effects associated with heavy media multitasking

Received: 18 November 2015 Accepted: 31 March 2016

### Meditation improves multitasking skills at work

Mounting research helps bring meditation to the workplace. Deep breaths, everyone.



By Amy Kraft | September 4, 2012 -- 00:41 GMT (17:41 PDT) | Topic: Innovation



### TRAINING THE ATTENTIONAL MUSCLE





## **NEUROPLASTICITY**



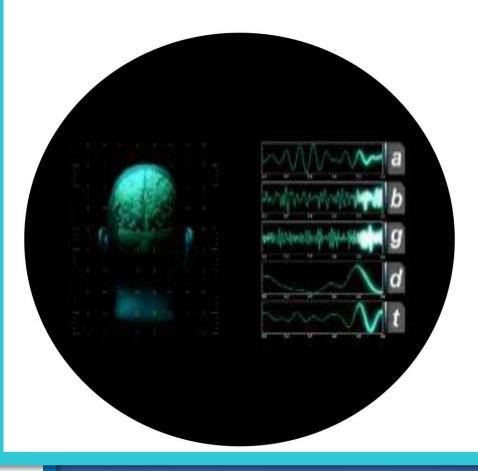


### **ENHANCES IMMUNITY**





## RESEARCH ON MINDFULNESS

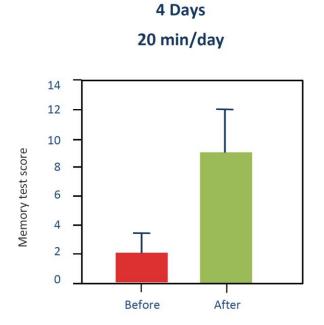


Many thousands of studies

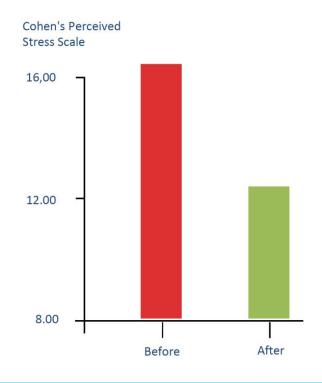


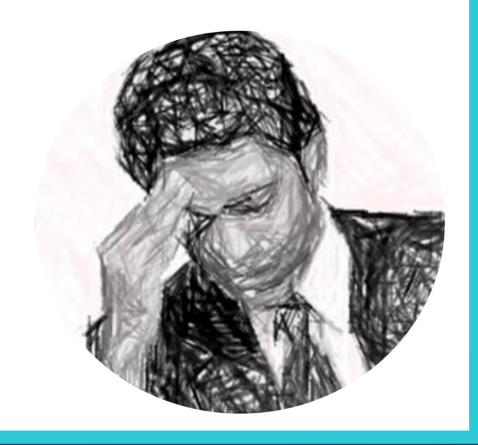
## ENHANCES MEMORY





## REDUCES STRESS





## BALANCES BLOOD PRESSURE





## IMPROVES SLEEP QUALITY

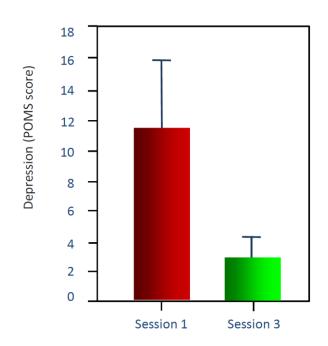


Subjective sleep quality
Use of sleep medication
Daytime dysfunction
Sleep disturbance
Sleep efficiency
Sleep latency



## IMPROVES MOOD

3 Days 20 min/day







### THE RESULTS

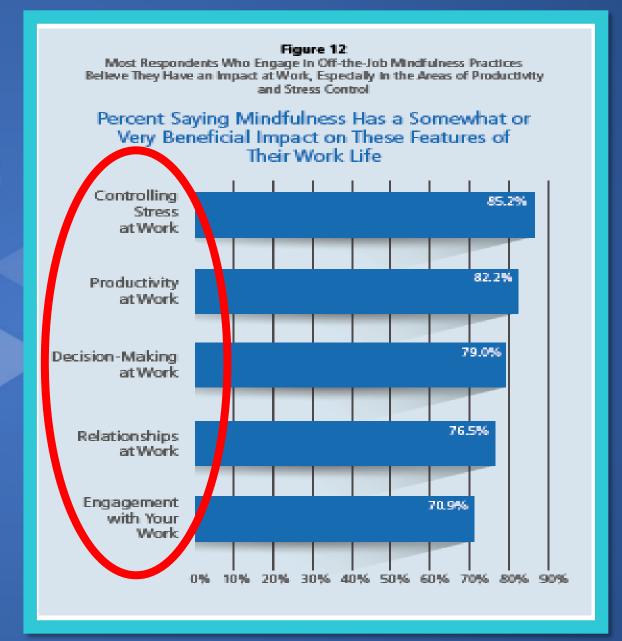


### MINDFULNESS DEVELOPS

- Presence
- Focus
- Clarity
- Stillness

IN A BUSY WORK-LIFE.







Add mindfulness to your day in only 10-15 minutes

Here are 4 ways to add mindfulness to you schedule, each way only takes 10-15 minutes of your time:

\*Remembe consistency is key

Created and presented by Harvard Health Publications.

Relax at the end of the day

with a guided meditation.



Take a break to check in with



### WE CAN ALSO HELP YOU IN:

WEIGHT ENHANCING EMPLOYEE **SMOKING CESSATION** CHANGE **MANAGEMENT &** WORK-LIFE CONFLICT **EMOTIONAL** AND TREATMENT OF ANGER MANAGEMENT NUTRITIONAL **INTEGRATION** MANAGEMENT **MANAGEMENT** RESILIENCE **ALCOHOL ADDICTION** COUNSELING





# 4 STEPS HERUKA PRO-BONO STRATEGIC CONSULTATION ON LEADERSHIP DEVELOPMENT

360 DEGREE SURVEY & OTHER LAT\*

> LEADER BOSS, PEERS, FOLLOWERS

F2F 4-PARTITE\* MEETING

> CREATION OF LEADERSHIP DEVELOPMENT PLAN

REMEASURE LEADERSHIP ALIGNMENT & DEVELOPMENT

> LEADERSHIP PROGRESS AND SUSTAINABILITY REPORT

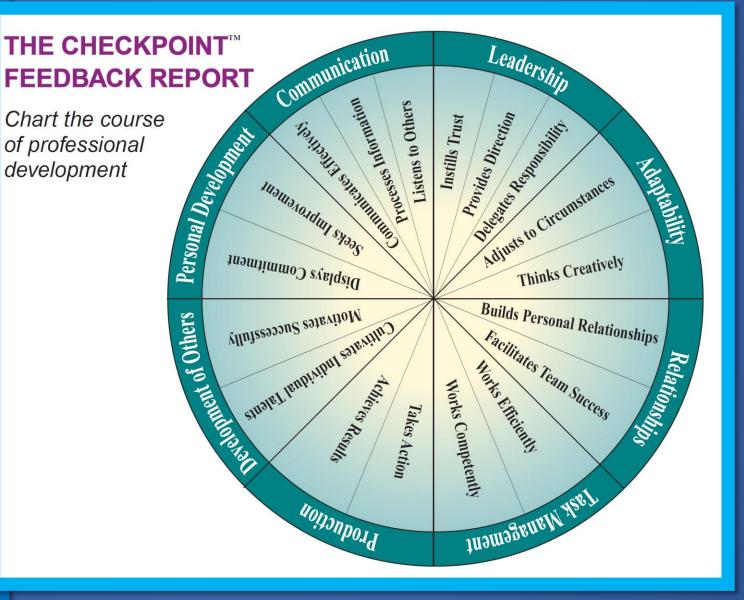
LEADER, BOSS, C-SUITE, MEMBERS OF THE BOARD, HR SPECIALIST & CONSULTANT

**ALONE\*** 

ALONE- ASSESSING LEADER'S AND ORGANIZATIONAL NEEDS LAT- LEADERSHIP ASSESSMENT TOOLS (I.E. MBTI, BIG FIVE, DISC, HPI) 4-PARTITE- BOSS, LEADER, HR SPECIALIST AND CONSULTANT

### 360° COMPETENCY FEEDBACK FOR LEADERS







### 360° COMPETENCY FEEDBACK FOR LEADERS

- SELF
- DIRECT REPORTS
- PEERS
- BOSS
- C-SUITE/BOARD OF DIRECTORS
- **1.** Communication Including the skills of listening to others, processing information and communicating effectively.
- **2.** Leadership Covering the abilities of instilling trust, providing direction and delegating responsibility.
- **3. Adaptability** Encompassing the skills of adjusting to circumstances and thinking creatively.
- **4. Relationships** Assessing the capabilities to build relationships and facilitate team success.
- **5. Task Management –** Gauging the level of aptitude for working efficiently and competently.
- **6. Production** Appraising abilities to initiate action and achieve results.
- **7. Development of Others –** Measuring proficiencies in cultivating individual talents and motivating successfully.
- **8. Personal Development** Including the behaviors of displaying commitment and seeking improvement.













## Thanks For Watching



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