

Building a Thriving Work Environment:



Insights from the Creating Sustainable Workplace Mental Health Strategy Panel Discussion

As an organization committed to promoting mental health in the workplace, MindForward Alliance Singapore recently organized a compelling panel discussion on building a sustainable workplace mental health strategy.

The speakers



- Dr Kate Gardner, Psychologist, Better Life
- Laure de Panafieu, Partner, Linklaters, and Co-Chair of MindForward Alliance Singapore
- Steve LOH, Founder of Myloh
- Sujata Tiwari, Entrepreneur and Life Mentor
- LEE Woei Shuan, Head, CEO Office, Standard Chartered Bank
- Moderated by: YONG Weng Hong, Executive Director, MindForward Alliance Singapore

Key Insights

Here are the summarized key takeaways from the panel discussion, offering practical guidance for organizations aiming to create a thriving work environment.

Redefining Mental Health: Thriving, Not Just Surviving

The panelists emphasized the need to redefine our understanding of mental health. It goes beyond the absence of mental disorders; it is about promoting overall well-being and enabling individuals to thrive. By adopting this holistic approach, organizations can create a work environment that nurtures the mental well-being of their employees.

Leadership Support: A Catalyst for Change

Leadership support emerged as a critical factor in fostering a mentally healthy workplace. When leaders prioritize and actively champion mental health initiatives, it sets the tone for the entire organization. Leaders can optimize human performance and well-being by reducing work-related stressors and fostering a supportive culture. The panelists stressed the importance of leaders leading by example and creating an environment where open discussions and storytelling about mental health are encouraged.

Mental Literacy: Empowering Employees to Seek Help

Promoting mental literacy is key to empowering employees to seek help when needed. By providing psychoeducation and destigmatizing mental health, organizations create an environment where individuals feel comfortable reaching out for support. The panelists emphasized the importance of creating easy access to mental health resources, such as employee assistance programs, counseling services, and self-help materials. Educating employees about available resources can help them navigate their mental health journey more effectively.

Supporting Return-to-Work Transitions

Facilitating a smooth return to work after a leave is crucial for employee well-being. The panelists highlighted the significance of comprehensive return-to-work programs that offer personalized support and accommodations. By understanding and addressing individual needs, organizations can help employees regain their confidence and successfully reintegrate into the workplace.

Overcoming Challenges: A Collective Effort

Implementing sustainable workplace mental health strategies comes with its challenges. The panelists identified self-stigma among employees, lack of psychoeducation, and limited leadership engagement as common hurdles. Overcoming these obstacles requires a collective effort from all levels of the organization. By fostering a culture of openness, providing ongoing training, and encouraging leadership involvement, organizations can create an environment where mental health is prioritized.

In conclusion, building a sustainable workplace mental health strategy is essential for creating a thriving work environment. By redefining mental health, gaining leadership support, promoting mental literacy, and supporting return-to-work transitions, organizations can foster an inclusive culture that values employee well-being.