



Mental health in the workplace

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Wealth
Management

Our landscape 5 years ago

Global Wellbeing Campaigns	Establishment of Inclusion and Diversity Advisory Council	Introduction of Employee Resource Groups	Entering period of organisational re-design
but lacked local ownership, drive	People with Disabilities	including i-CARE	change, stress, workload, job security

Necessary conditions

Senior leadership

Strong narrative

Employee engagement
and advocacy

Leverage the
positive change

Great partners

Calibration

Developing a plan around mental health

Primary activities

Dealing with stress at work

- Worklife balance promotion
- Training and awareness options
- HR lifecycle
- Workplace design

Secondary activities

Helping colleagues cope

- MHFAs
- Mind Lunch & Learns/people manager training and Mind Advocate events e.g. Alastair Campbell
- Peer to peer online communities through RBC Connect
- Resilience training
- Wellness programme

Tertiary activities

Picking people back up

- EAP, trained people managers, supportive and sensitive colleagues

Lessons learned

Storytelling works

Keep weaving messages into as many opportunities as possible

Put mental health on the same footing as physical health

Develop a comprehensive plan and calendar

Be sure clear about accountability

Consider how your colleague approach can be extended to other stakeholders

Benchmarks, refining the plan and keeping going

Mind Workplace
Wellbeing Index

Building on the
colleague centric
approach

The New
Wellbeing plan for
RBC in the British
Isles

Support for the
RBC Enterprise
strategy

Thank you

