



Virtual 2020 CMHO Conference

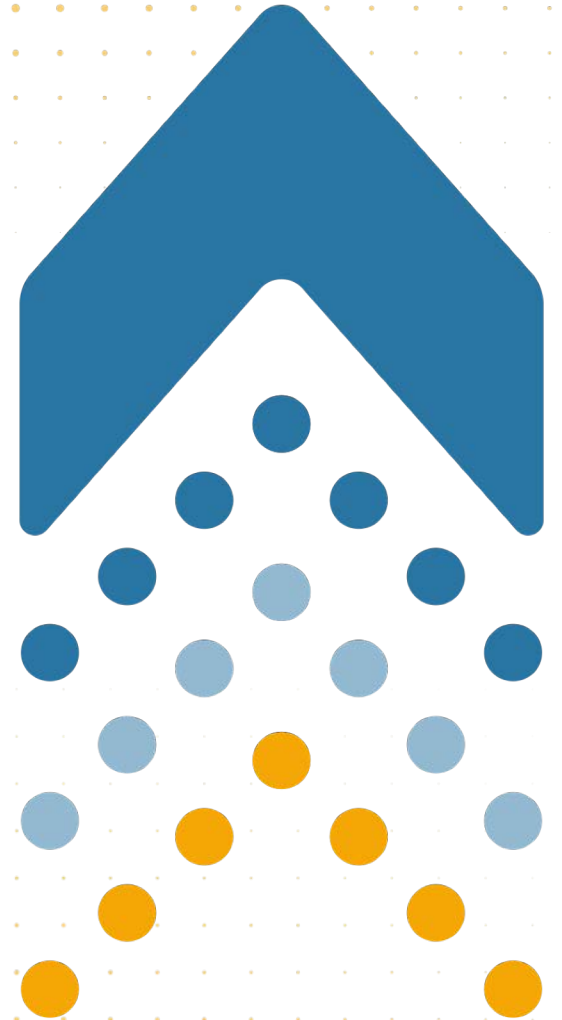
Innovating and Advancing Child and Youth Mental Health

November 23 to December 4

Sponsored by



Ontario Centre of Excellence
for Child & Youth Mental Health
Centre d'excellence de l'Ontario en santé
mentale des enfants et des adolescents



Culture, Connection, and Well-Being

REFLECTIONS ON THE CHANGING TIMES, AND HOW ORGANIZATIONAL CULTURE AND CONNECTIONS IMPACT EMPLOYEE AND ORGANIZATIONAL WELL-BEING

MICHELE SPARLING

PARTNER, INNOVATIVE HR





Culture, Connection, And Well-Being

REFLECTIONS ON THE CHANGING TIMES, AND HOW ORGANIZATIONAL CULTURE
AND CONNECTIONS IMPACT EMPLOYEE AND ORGANIZATIONAL WELL-BEING

What a Year It Has Been!



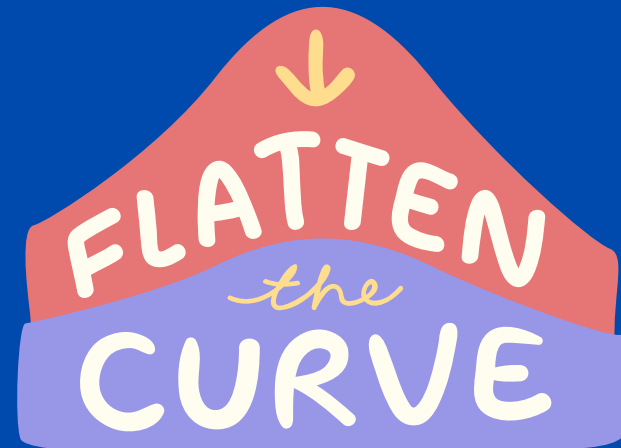




WORK[★]



★ NEW ★
NORMAL





COVID-19



Virtual



zoom

Zoom fatigue





**NEW
WAVE**

ORGANIZATIONAL CULTURE, CONNECTIONS AND WELL-BEING





ORGANIZATIONAL CULTURE



CONNECTIONS



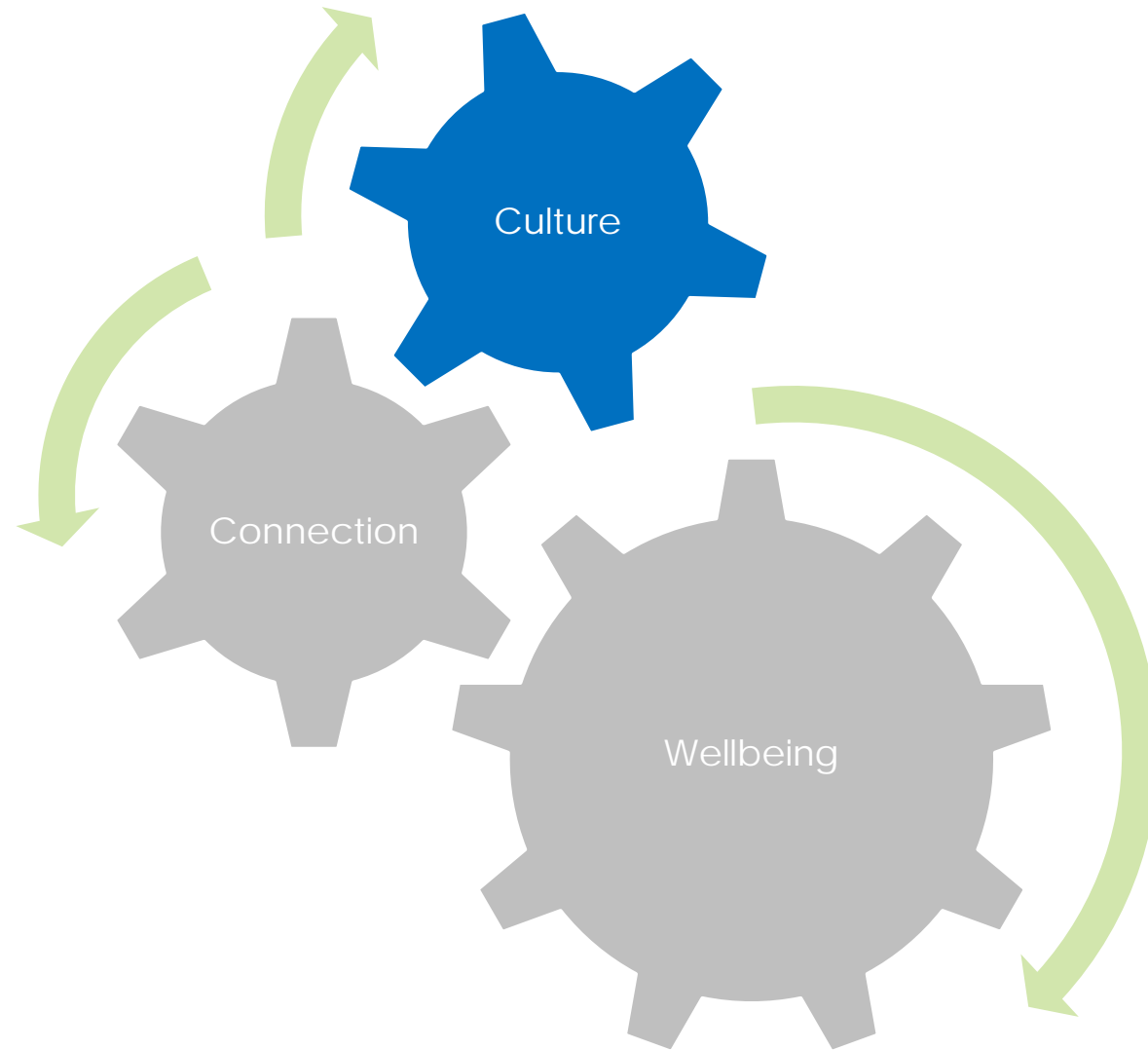
WELL-BEING



ORGANIZATIONAL
CULTURE is not
defined by words
but ACTIONS and
BEHAVIOURS

ORGANIZATIONAL
CULTURE is
FOUNDATIONAL

ORGANIZATIONAL
CULTURE can be
Healthy or
Unhealthy



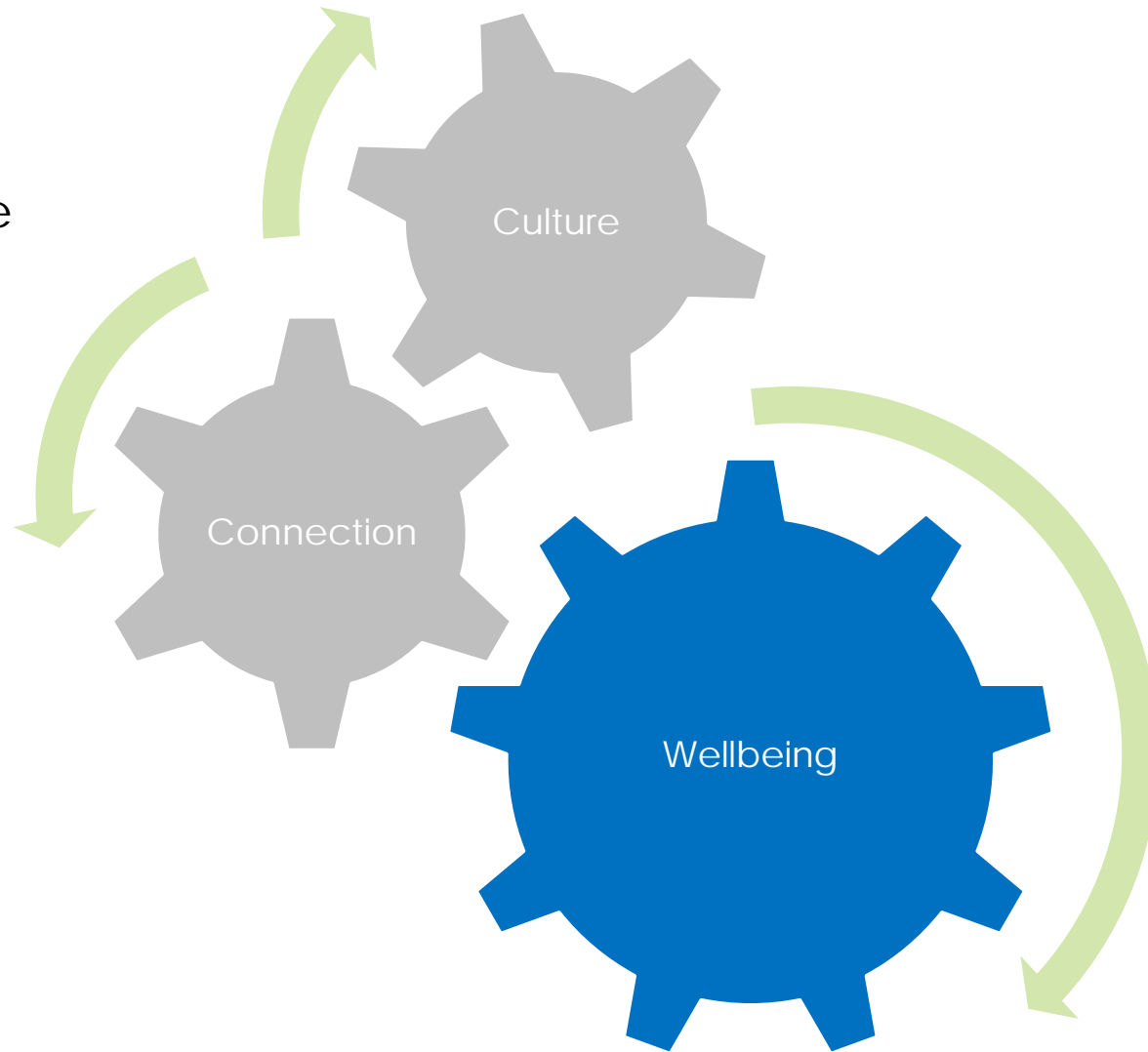
CONNECTIONS are
CRITICAL

CONNECTIONS are
INTERNAL and
EXTERNAL

LACK of social
CONNECTIONS can
impact HEALTH



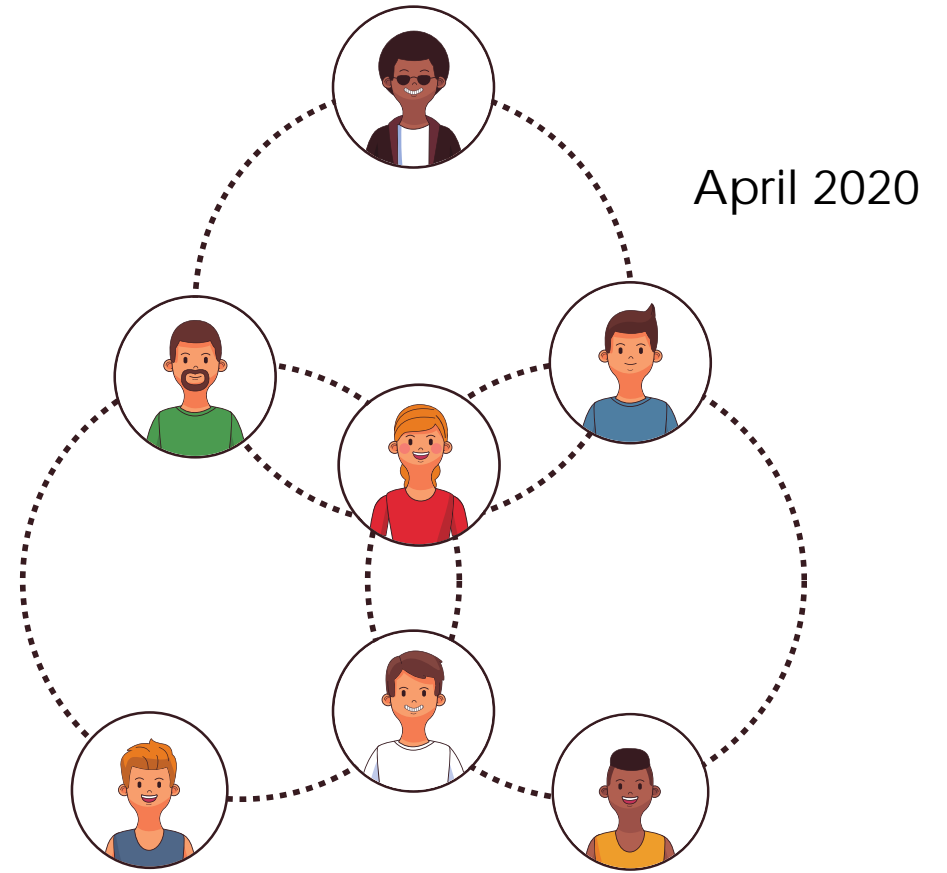
"**WELLBEING** comes from one place, and one place only — a POSITIVE CULTURE." – HBR, Dec. 1, 2015



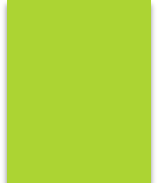
IMPACT: Covid-19, Work, and Technology



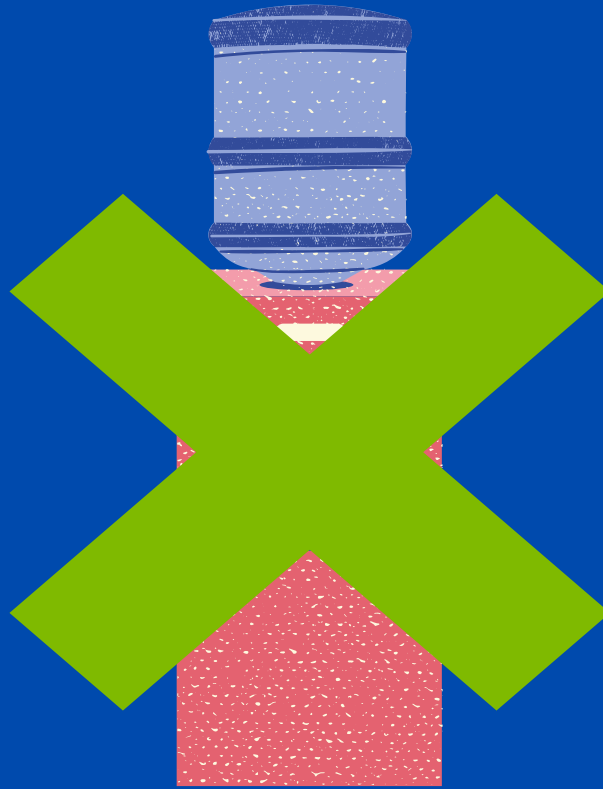
February, 2020



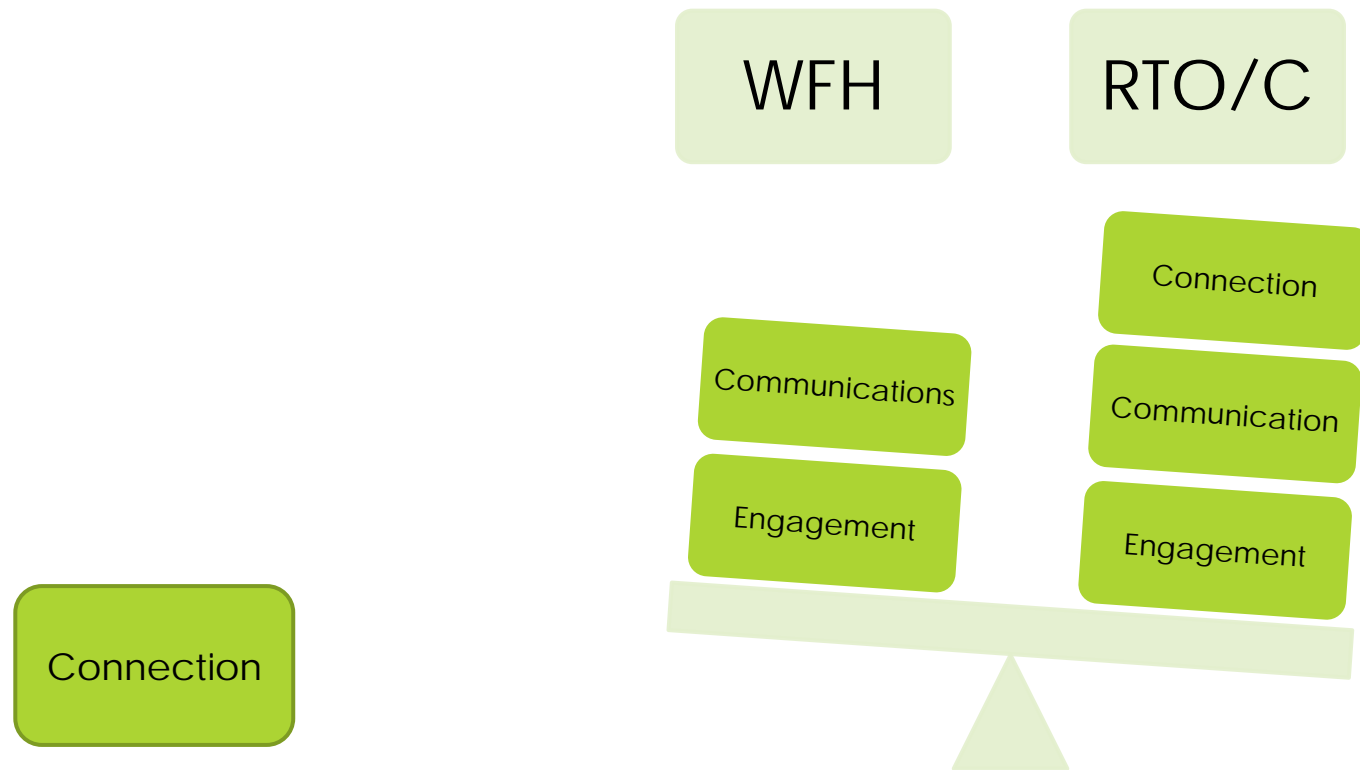
WATERCOOLER and LUNCHROOM TALK



BUT WHAT HAPPENS WHEN THERE IS NO WATERCOOLER or LUNCHROOM



Keeping the Balance



ORGANIZATIONAL AND
INDIVIDUAL

Wellbeing

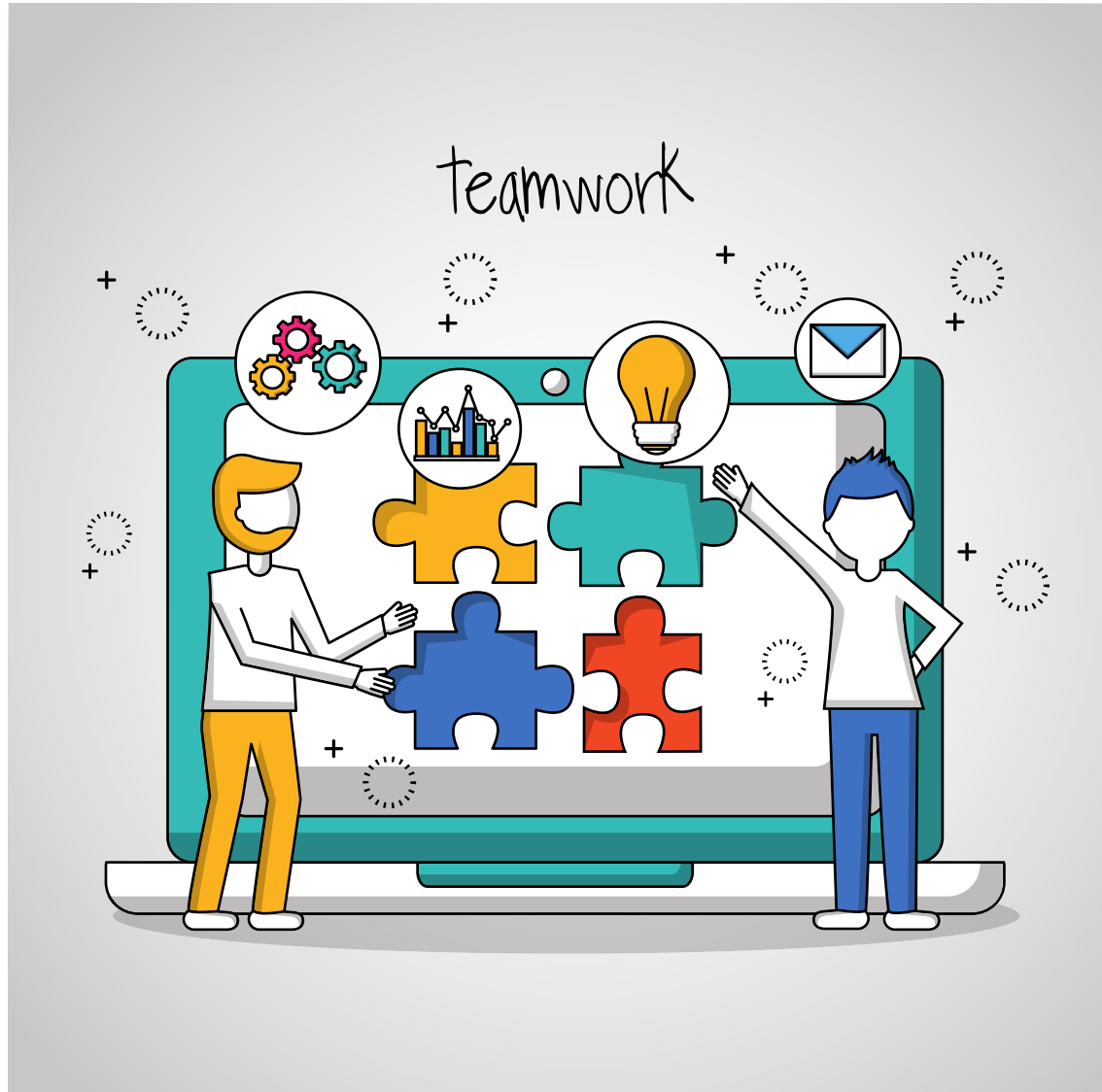
PEOPLE

Connection

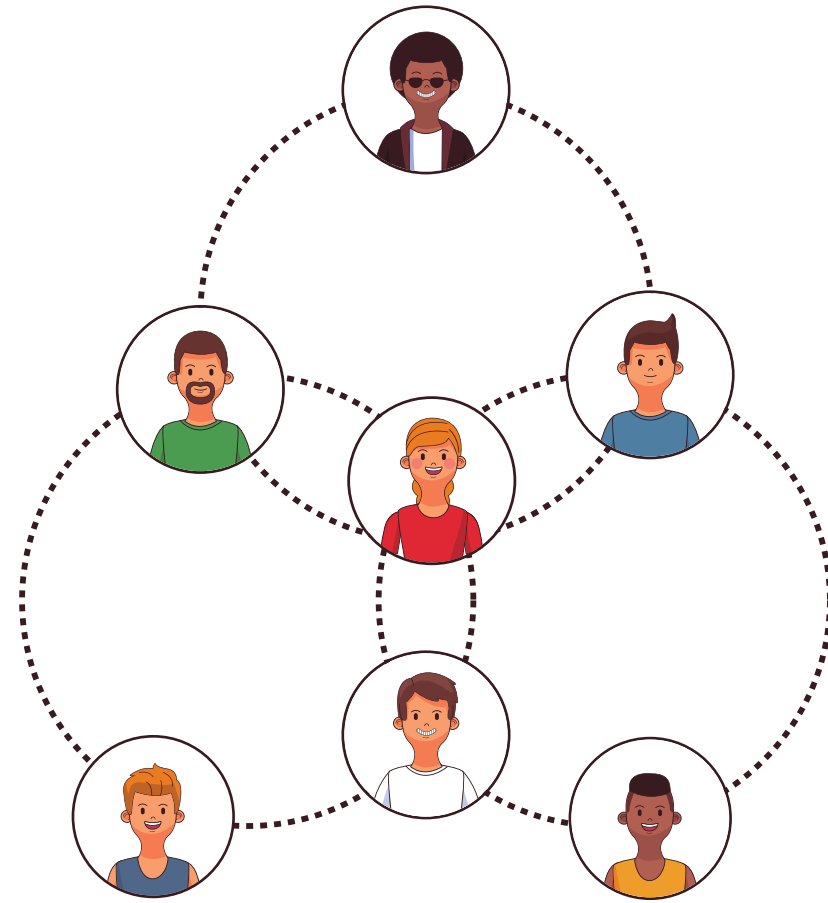
Culture

FOUNDATIONAL

An Ounce (or 28.35 gms) of **PREVENTION** is..



Some, All, or None – FUTURE STATE



POSITIVE
organizational
CULTURE
+
POSITIVE
CONNECTIONS
=
IMPROVEMENT in
Employee
WELLBEING



QUESTIONS?

