

# *Turning strategy into practice*

Partner with us to design and create practical toolkits to turn your workplace mental health strategy into consistent, action that embeds wellbeing across your organisation.

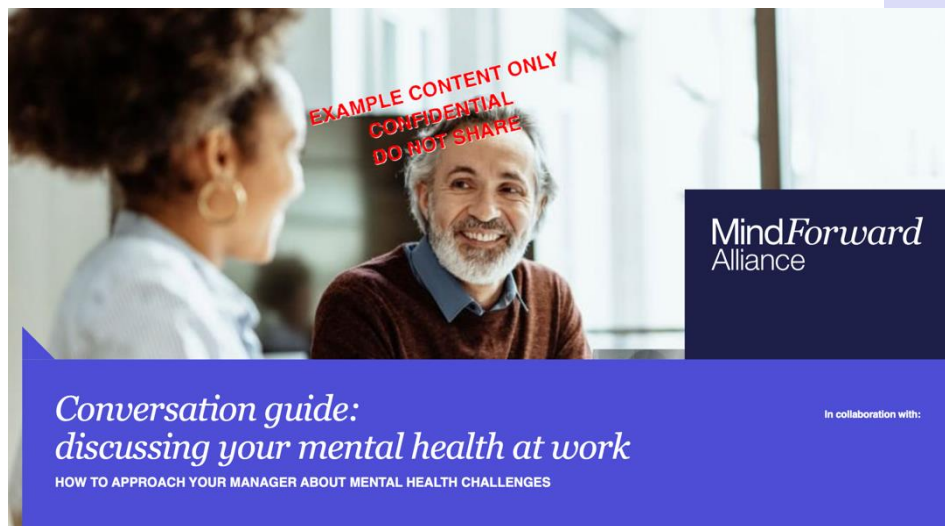
We create toolkits that turn evidence and best practice into clear guidance that your people will actually use, helping you transform strategy into measurable impact. They will help your people to understand complex wellbeing issues through the lens of your organisation, learn from others and apply best practice in a consistent way in their day-to-day work.

For example, toolkits can include guidance to:

- Equip Mental Wellbeing Champions with ideas for how to develop a wellbeing culture and foster a supportive, positive workplace environment
- Support people managers to lead healthy teams and have confident, compassionate conversations with direct reports
- Guide regional wellbeing practitioners to implement a central wellbeing strategy consistently across the different local offices.
- Help employees to protect their own wellbeing and resilience during periods of rapid change and uncertainty

We work with you to explore how your mental health strategy – at a global or regional level – can best be applied to support a target audience.

We draw on MindForward Alliance's expertise and evidence-based frameworks, external research, tools, case studies and best practices from within your organisation, including interviews and material review. From this, we work with you to create bespoke, practical guidance that will equip your leaders, teams and/or Champions to contribute to the business's sustainable high performance.



# Case study

KPMG Global partnered with MindForward Alliance to create 12 guides for their local countries.

*“We partnered with MindForward Alliance to create 12 Implementation Guides. These practical short guides were designed to support and inform our local Wellbeing and HR leads across our different country locations.”*

*“Each one outlines clear, practical steps for introducing and embedding 12 specific workplace mental wellbeing initiatives. These initiatives include engaging senior leaders, using data effectively, developing training strategies, supporting people managers and addressing psychosocial risks.”*

*“The result has been a set of actionable guides which support teams in local regions to prepare for, implement, and drive successful outcomes from different workplace wellbeing interventions which combine MindForward Alliance expertise with our organisation’s specific business needs and nuances.”*

Each of KPMG’s Implementation Guides followed a format:

- Introduction to the workplace wellbeing intervention (what it is, why it is needed, evidence to back it up)
- “How to” guide: evidence-based practical steps they could take
- A case study, ideally from within the organisation, which brings the practical steps to life and/ is a useful reference point
- Resources: links to further resources both from within the organisation and external sources
- Optional inclusion of signpost to guidance on advancing intervention maturity
- Key factors for successful implementation

## Implementing the Thriving at Work Framework pillars and standards

Below you will find details of the Thriving at Work standards and supporting implementation guides. We’ve developed these guides in collaboration with MindForward Alliance and they provide practical advice on how to go about preparing for, implementing and driving successful outcomes from different interventions to support mental well-being in your member firm.

### Global focus, local adjustment

The conversation around mental well-being is at different stages around the world and KPMG operates in locations across this spectrum - from highly stigmatized to highly normalized.

Every member firm will be different, and you will know what is feasible and relevant to you at this time. You will also understand that cultural readiness and use of language on this topic varies enormously. If you are operating in societies with high mental health stigma, you will progress more slowly because more time is needed to normalize the conversation.

There will also be different local legal considerations, public mental health care provision, availability and quality of workplace mental health services (e.g. training providers), and language barriers. All these variations mean you must take care when considering mental well-being employee materials imported from other markets.

## Culture



### Communication and engagement

#### Executive Essentials

## Mental Well-being

### Introduction

Welcome to the Global Mental Well-Being portal. These pages are designed to support your member firm’s mental well-being initiatives, providing a framework, implementation guides and resources to enhance your well-being strategy.

### MindForward Alliance Partnership

The MindForward Alliance is a non-profit organization working with businesses to transform workplace culture to support the mental health of employees. It recognizes employer’s responsibility and opportunity to create workplaces that protect, support and create positive mental health for their employees. KPMG has a global membership with MindForward Alliance.

### The Thriving at Work Framework

The MindForward Thriving at Work Framework consists of three pillars. These pillars are the guiding principles which organizations should be working towards to create mentally healthy workplaces. In the framework each of the three pillars is broken down into standards. Each standard has recommended actions and practices based on proven business strategies and academic research.

While your member firm may already have a mental well-being strategy or approach, the framework assists in thinking holistically about all the different areas you can take action. If you do not have an approach in place, it helps direct you on where to start.



To find out more about how we can support you with internal guidance or toolkits, please [contact us](#)

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