



FUELING BUSINESS PERFORMANCE THROUGH IMPROVED EMPLOYEE WELLNESS

SPIRITUAL & MENTAL HEALTH STRATEGY

Team 14

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We are excited to present our findings & recommendations to OmniBrands!

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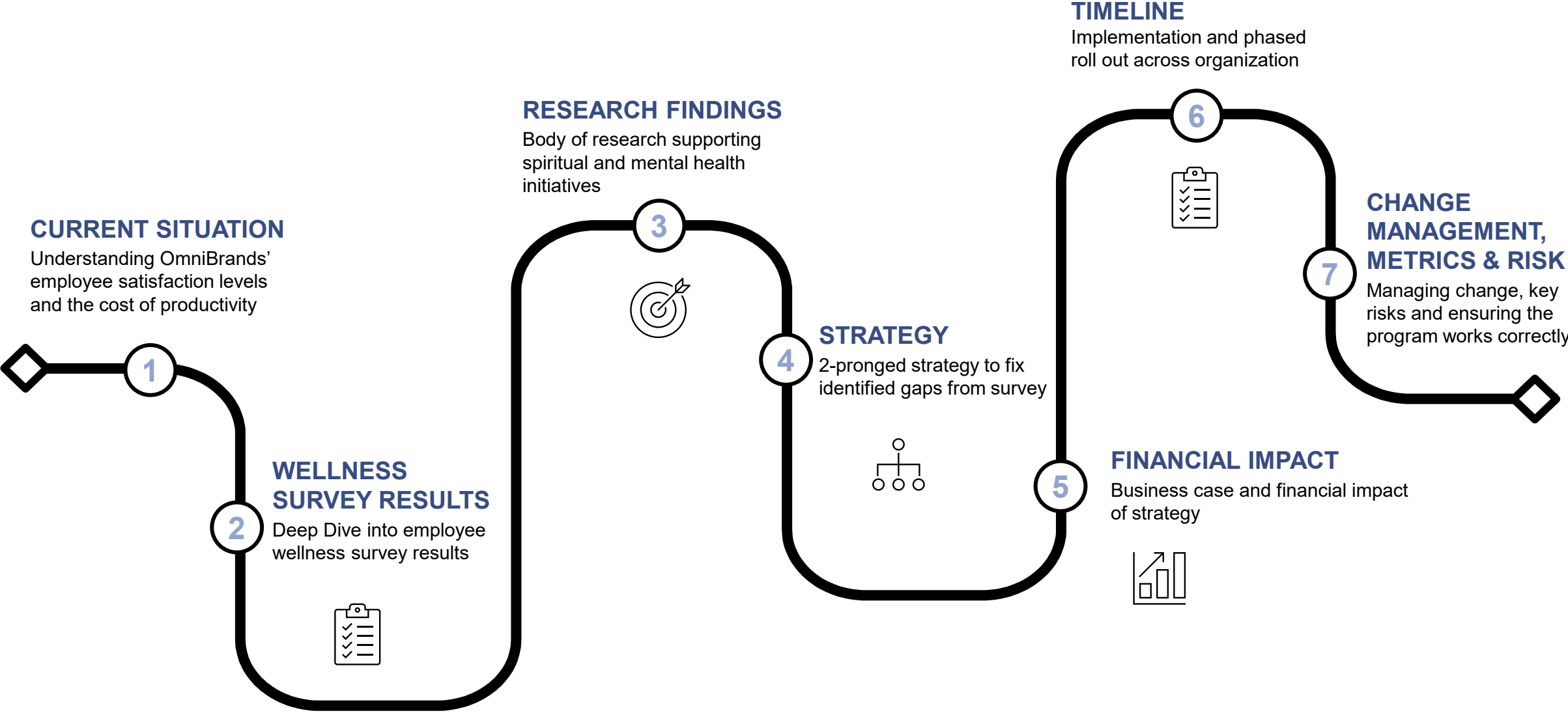
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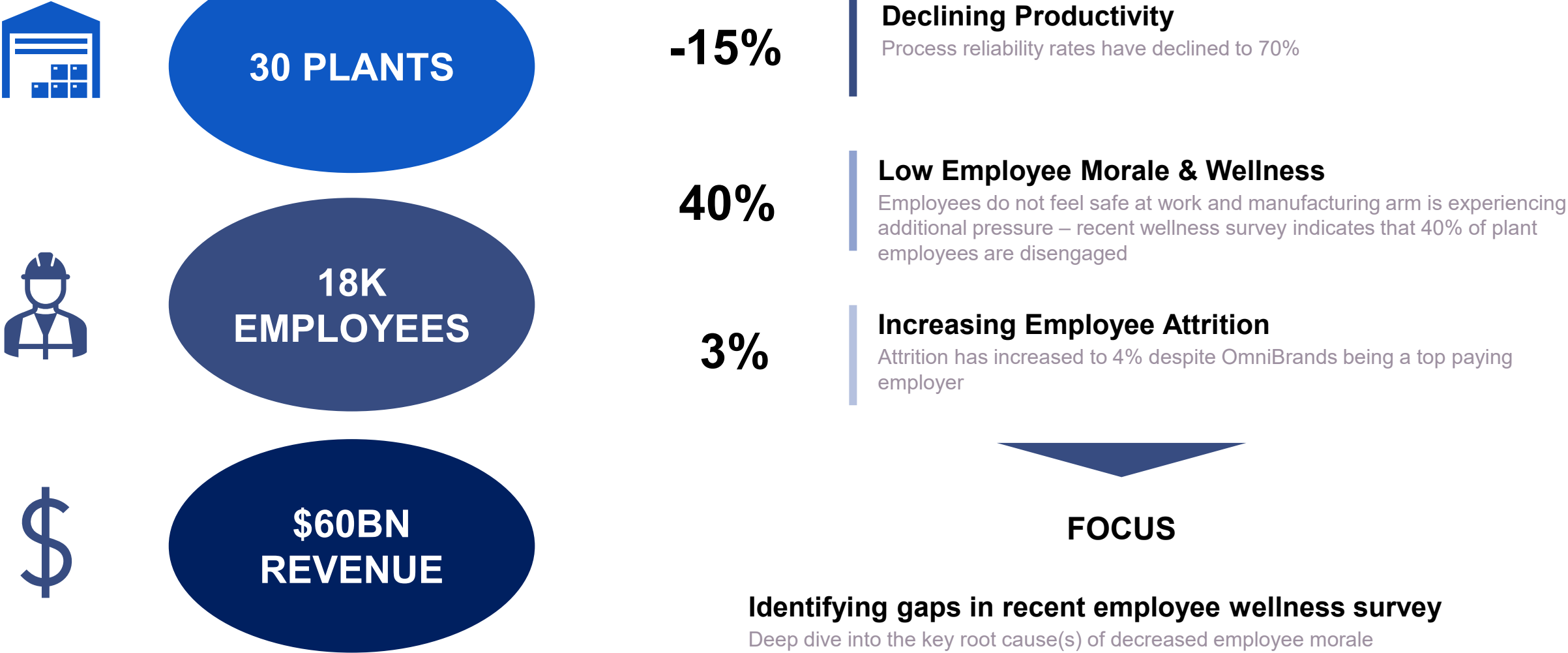


Operations Management

Today's roadmap will have the following stops:

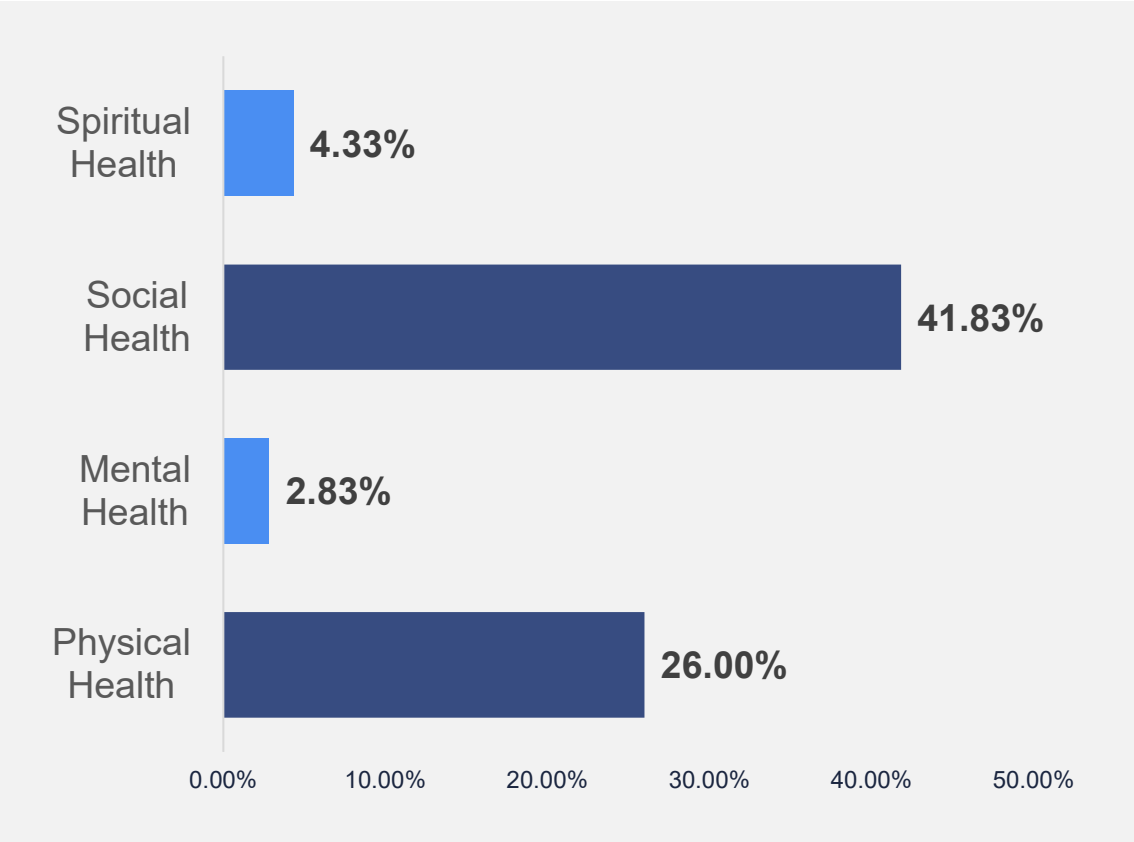


OmniBrands is one of the largest global consumer packaged goods manufacturers competing in the B2B & B2C space.



OmniBrands' recent wellness survey indicates dissatisfaction by employees for two dimensions of health.

WELLNESS SURVEY SUMMARY



% of responses with 4/5 satisfaction scores

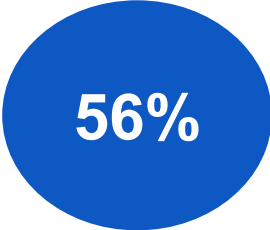
Findings based on 150 employee responses from the Newton plant

NOTES & COMMENTS

- Percentages represent the average score given for satisfaction 4/5 across all four questions for each of the four health categories
- Of the four health categories surveyed, spiritual and mental health received the lowest average satisfaction scores at 4.3% and 2.8% respectively, indicating widespread employee discontent in these areas.
- 60% of professional employees have complained about mental fatigue and inability to handle work-related stress
- Nearly 75% of the workforce perceive a lack of respect for their personal principles and convictions at work

Growing global research indicates the need to support mental and spiritual health initiatives.

MENTAL HEALTH



Of US workers have left roles in part due to a lack of mental health support

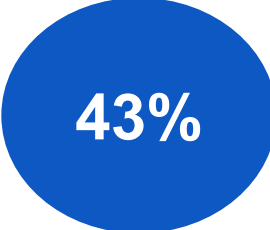


Annual loss due to mental health related absenteeism

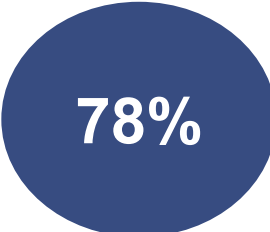


Productive hours lost due to mental health conditions

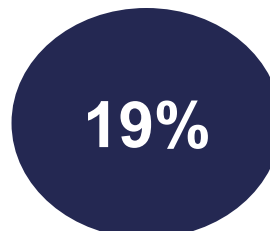
SPIRITUALITY



Workers engaged in spirituality are up to 43% more productive than those disconnected from this dimension



Of US workers would be more loyal to employers with spirituality & mindfulness programs



Organizations perceived as supporting spirituality saw 19.2% higher shareholder returns over a 5-year period

We propose a straight-forward strategy that addresses known gaps in spiritual and mental wellness.

OMNIFAITH

Driving an inclusive interfaith experience for all employees

OPTIMIZED SCHEDULING

Improve scheduling process to work around employees' religious affinity

PRAYER BREAK MANAGEMENT

Develop prayer break schedule and voluntary opt-in times to manage prayer breaks

BOOST ERG ENGAGEMENT

Encourage sign ups from plant workers by identifying employee influencers to drive buy-in

INTERFAITH FORUMS

Drive religious inclusivity by creating a safe space for employees to share beliefs across organization

MENTAL WELLNESS

Building mental health focus and awareness at all levels of the organization

CHAPLAINCY PROGRAM

Onboard chaplains across faiths to support with employee counselling and therapy sessions

MINDFULNESS PRACTICES

Integrate mindfulness practices across organization to reduce burnout

LEAVE & ABSENCE MANAGEMENT

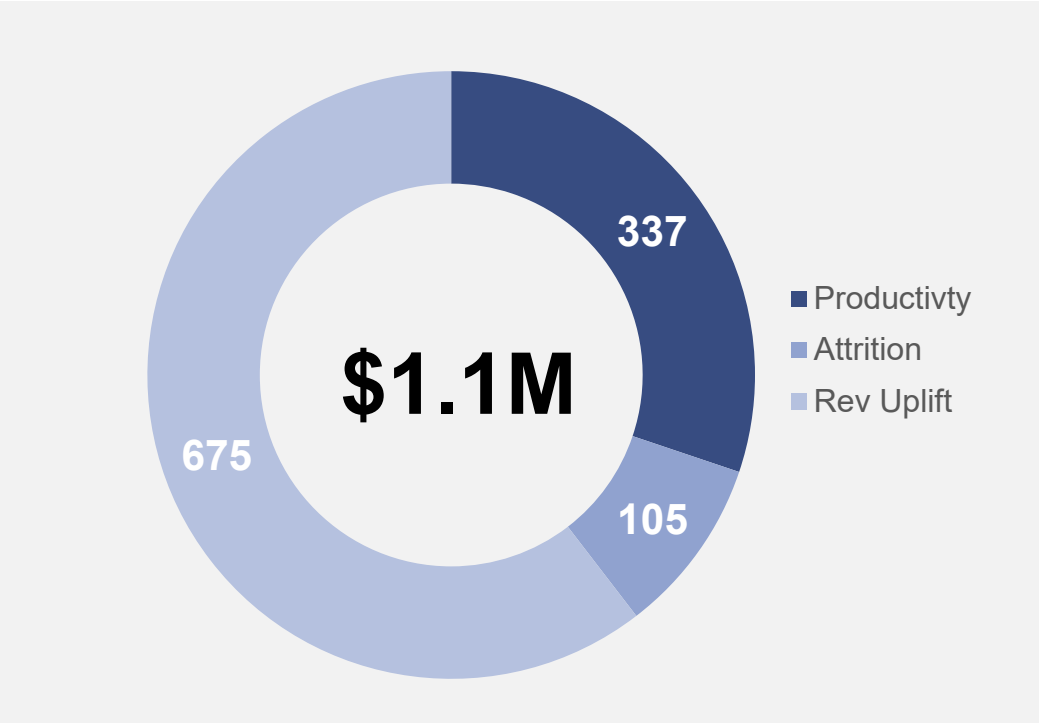
Develop robust leave management practices to enhance employee time off

EMPLOYEE THERAPY SESSIONS

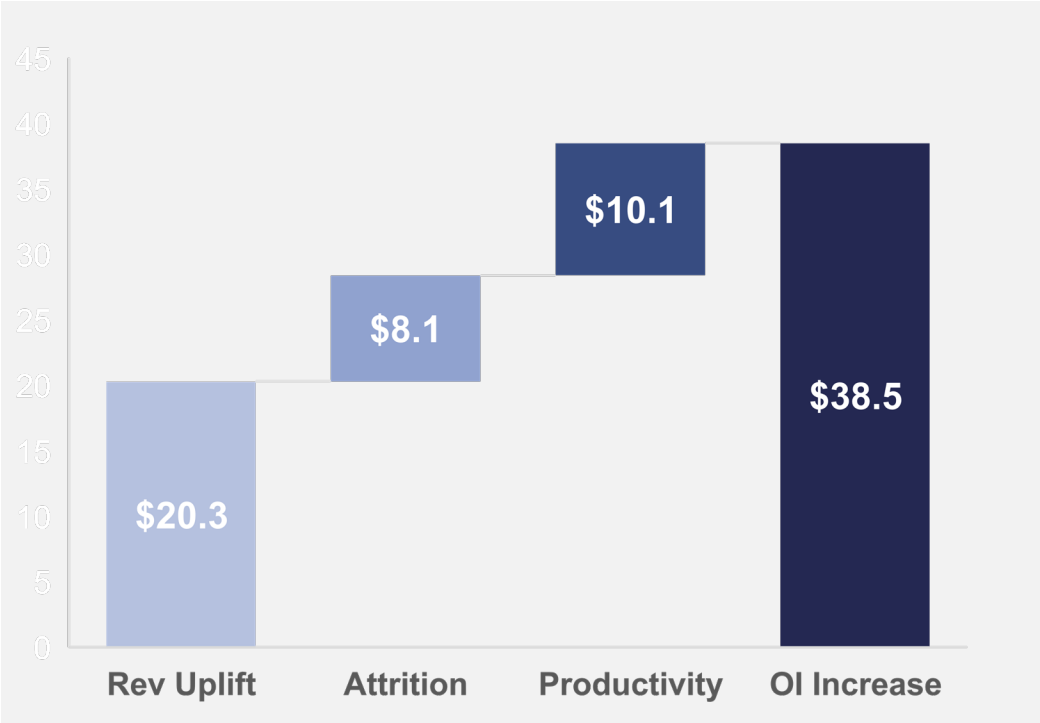
Actively encourage employee use of therapists to support mental health

OmniBrands will improve its annual operating income by nearly \$40M through revenue uplift, attrition reduction and productivity improvement.

NEWTON ANNUAL OI INCREASE (\$K)



OMNIBRANDS ANNUAL OI INCREASE (\$M)



- \$337K saved by reducing the unplanned downtime due to staffing issues
- Save \$105K by reducing attrition rates from 4% to 1%
- Uplift Revenue by \$675K by improving the Line PR from 70% to 85%

Required Investment

- \$1M for prayer space (\$20k per plant)
- \$2M to hire chaplains and coaches

Implementing Interfaith strategy delivers benefits of belonging, strengthened company values and community building across the organization.



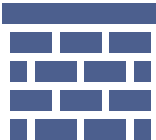
CREATING SENSE OF BELONGING

Creates connections and provides common ground at a substantive level beyond work tasks

Improved satisfaction from having faith-based needs immediately addressed

Deeper relationships built over time through **sustained interfaith dialogues**

Higher engagement, fulfillment and ability to maximize team synergies



STRENGTHENED COMPANY VALUES

Employees feel valued and respected for their beliefs and well-being, leading to **Increased employee engagement**

Implementing such a strategy can showcase **commitment to diversity and inclusion**, attracting and retaining talent.

Increased diversity of thought can lead to **more innovative solutions and better decision-making.**

Employees feel their perspectives are valued, leading to a more **positive and supportive work environment**



BUILDING BRIDGES BETWEEN COMMUNITIES

Employees develop a **greater appreciation for different cultures** and faith

Better understanding and respect for diverse religious beliefs

Stronger community ties form, fostering a **sense of unity & shared purpose**

Enhanced reputation for OmniBrands as an inclusive and culturally sensitive employer

Short-Term

Long-Term

OmniBrands will take a phased approach to supporting employee mental & spiritual health.

This rollout will allow for iterative development to enhance employee morale and nourish minds at OmniBrands through data-driven and employee-centered initiatives.

Spring 2024 - Summer 2024

Summer 2024 - Fall 2024

Fall 2025 - Winter 2024 +

Launch & Track new initiatives

- Launch Optimized scheduling process
- Kickstart chaplaincy program with 2-4 Chaplains
- Roll out voluntary prayer break opt in program
- Track utilization of new initiatives

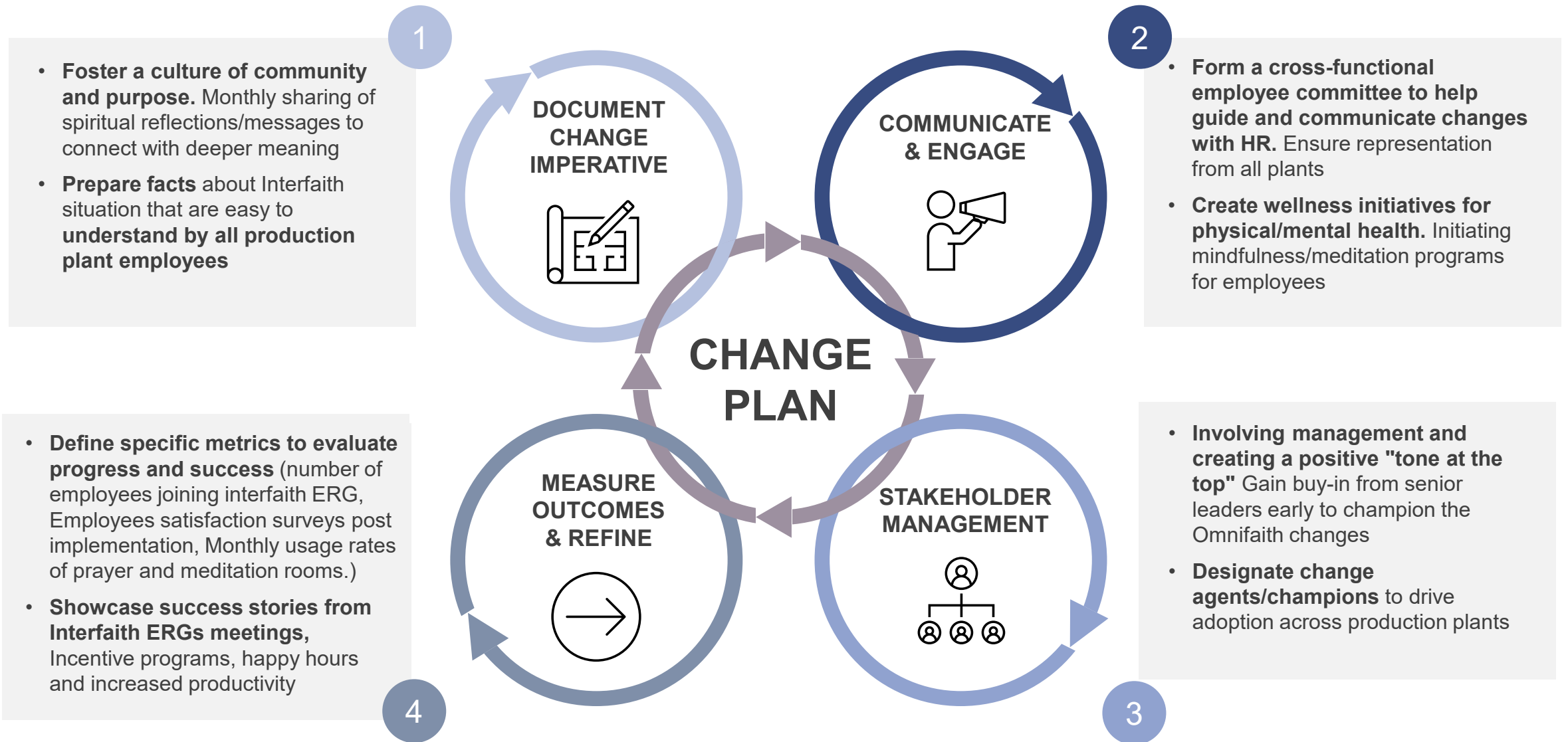
Expanding and Refining

- Expand chaplaincy program with more faith leaders
- Train all managers on mental health support
- Hold interfaith forums in plant site with senior leaders in attendance

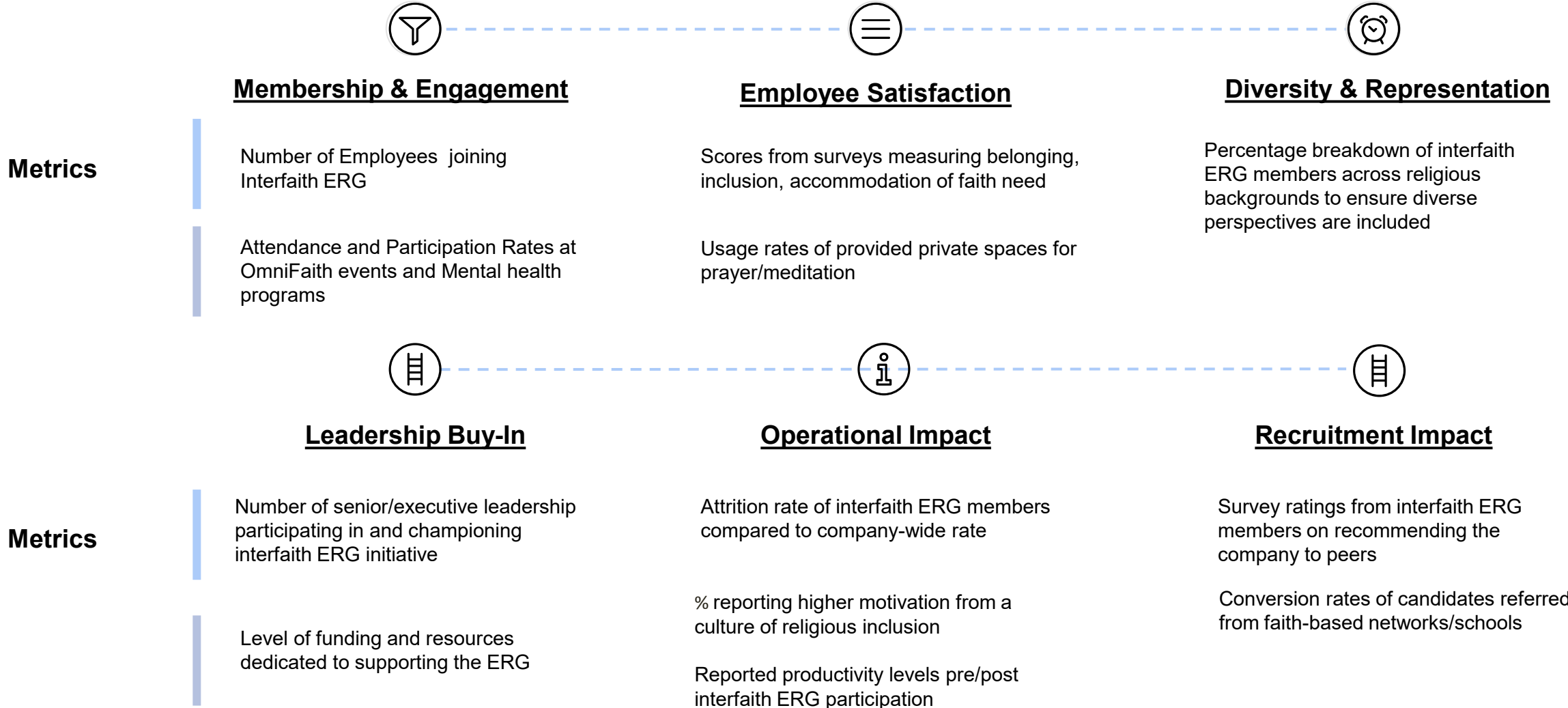
Sustaining Progress

- Boost ERG engagement through ERG champions
- Measure progress through surveys & feedback
- Scale initiatives from Newton plant to the other 29 plants.

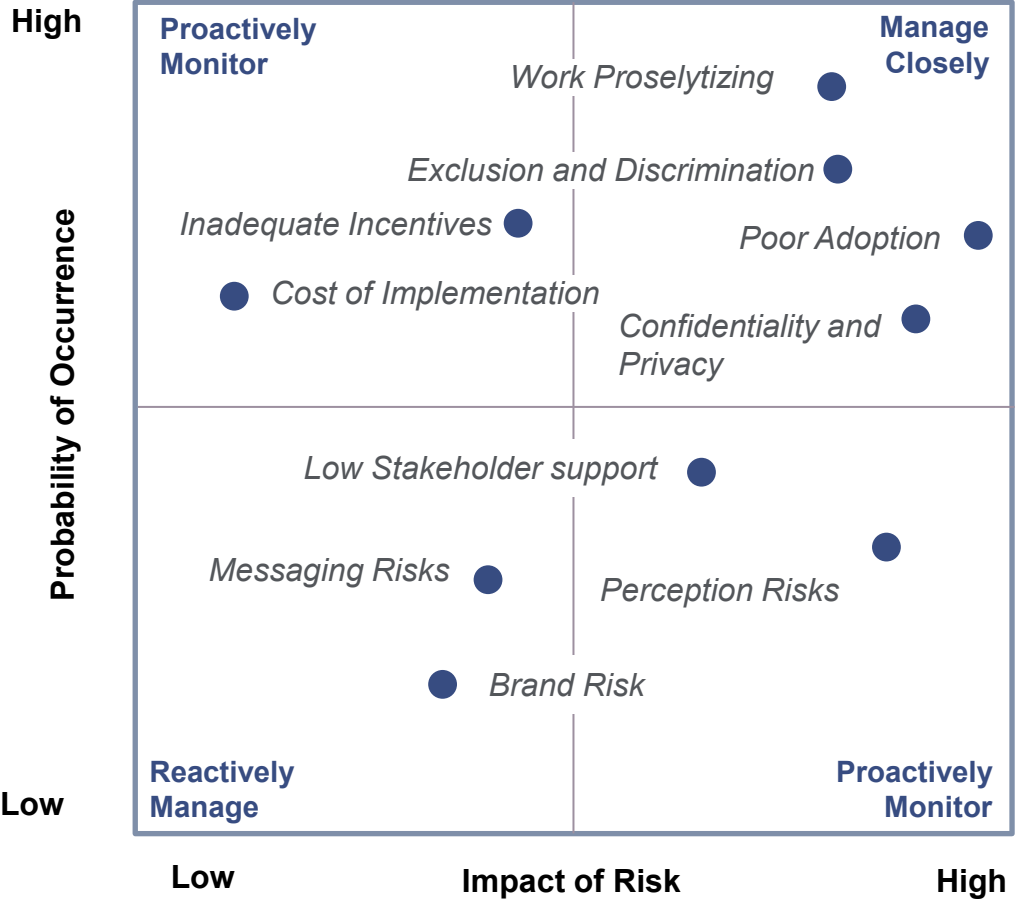
A comprehensive change management approach is essential to successfully deliver our planned approach.



Baselining and tracking identified metrics will support the success of the strategy.



High risks items must be mitigated for a successful program roll-out.



Highest Risk Items	Mitigation Approach
Work Proselytizing	Establish clear guidelines that prohibit pressuring others or imposing one's beliefs and encourage respectful non-judgemental dialogue. Make it explicitly clear during training that proselytizing colleagues is unacceptable
Exclusion and Discrimination risks	Ensure spiritual/religious activities are completely voluntary and optional, without showing preference towards any one faith
Confidentiality and Privacy	Establish policies that spiritual/religious discussions should only occur between willing participants. Disclose if participation is optional.
Organizational Conflicts	Set guidelines for civil discourse and respectful dialogue around diverse viewpoints. Make clear that participation in faith activities does not substitute or excuse core job duties.
Poor Adoption	Secure employee buy-in and institute robust change management strategy to drive adoption.

Thank You!

- Invest \$3M
- Improve Employee Well Being
- + \$40M OI

Wellness Survey Results

Physical Health

Score	PH1	PH2	PH3	PH5
1	0	0	0	2
2	7	11	11	19
3	108	94	99	93
4	35	44	40	35
5	0	1	0	1

Mental Health

Score	M1	M2	M3	M4
1	37	33	31	45
2	54	64	56	58
3	42	53	63	47
4	11	0	0	0
5	6	0	0	0

Social Health

Score	SH1	SH2	SH3	SH4
1	6	0	0	0
2	12	5	6	4
3	70	86	78	82
4	55	59	66	64
5	7	0	0	0

Spiritual Health

Score	SPH1	SPH2	SPH3	SPH4
1	34	45	39	47
2	78	76	84	68
3	27	26	19	31
4	9	3	8	4
5	2	0	0	0

Wellness Survey Results

Average Scores

Score	PH	MH	SH	SPH
1	0.5	36.5	1.5	41.25
2	12	58	6.75	76.5
3	98.5	51.25	79	25.75
4	38.5	2.75	61	6
5	0.5	1.5	1.75	0.5

% Scores

Score	PH	MH	SH	SPH
1	0.33%	24.33%	1.00%	27.50%
2	8.00%	38.67%	4.50%	51.00%
3	65.67%	34.17%	52.67%	17.17%
4	25.67%	1.83%	40.67%	4.00%
5	0.33%	1.00%	1.17%	0.33%

Satisfaction Scores (4&5)

Score	PH	MH	SH	SPH
Avg	39	4.25	62.75	6.5
%	26.0%	2.83%	41.83%	4.33%

Process Reliability Issues - Savings across 30 plants

	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Annualized			30 Plants		
Cause							Num	Pct	\$ / Cause			
1	2	1	3	3	3	5	34	39%	\$ 1,912,500	1020	\$ 57,375,000.00	
2	1				3	2	12	14%	\$ 675,000	360	\$ 20,250,000.00	
3	1	2	2	2	2	2	22	25%	\$ 1,237,500	660	\$ 37,125,000.00	
4	1		2	2	1	1	14	16%	\$ 787,500	420	\$ 23,625,000.00	
5							0	0%	\$ -	0	\$ -	
6		1				2	6	7%	\$ 337,500	180	\$ 10,125,000.00	\$ 5,062,500.00
Total	5	4	7	7	9	12	88	100%	\$ 4,950,000	2640	\$ 148,500,000.00	
Unplanned Downtime	225	180	315	315	405	540	130					
Cost	\$ 281,250	\$ 225,000	\$ 393,750	\$ 393,750	\$ 506,250	\$ 675,000	\$ 4,950,000					

Process Reliability Issues

	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23
Cause						
1	2	3	1	1		2
2	2	3	1	1		
3	2		1	1	1	2
4			1	1	2	
5						
6						
Total	6	6	4	4	3	4
Unplanned						
Downtime	270	270	180	180	135	180
Cost	\$ 337,500	\$ 337,500	\$ 225,000	\$ 225,000	\$ 168,750	\$ 225,000

Attrition Turnover Savings

	Newton	Plant
Employees	232	18,000
Attrition Percentage	4%	4%
Employees Leaving	9.28	720
Turnover Cost	\$ 139,200	\$ 10,800,000
Improve Attrition By	3%	3%
Savings	\$ 104,400.00	\$ 8,100,000.00

Increased Revenue through Productivity improvement by Line

	Standard	Current	GAP
Process Reliability	85%	72.50%	
Units Produced by 1	85,000	72,500	-12,500
Units Produced by 200	17,000,000	1,450,000	-2,500,000
Packs	1,700,000	1,450,000	-250000
Revenue/plant	\$ 10,200,000.00	\$ 8,700,000.00	\$ (1,500,000.00)
Total Revenue	\$ 306,000,000.00	\$ 261,000,000.00	\$ (45,000,000.00)
Operating Income Margin	45%	45%	45%
Operating Income	\$ 137,700,000.00	\$ 117,450,000.00	\$ (20,250,000.00)

Investment Cost

Average cost to hire chaplains	\$ 70,000
Number of plants	30
Total Chaplaincy costs	\$ 2,100,000

Sources

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