



## Enabling Multiple Communication Channels to Drive Employee Wellness

*Keeping communication as a key enabler, CISCO is cutting across varied verticals like healthcare assistance, addressing mental health stigma, creating safe spaces for sensitive conversations, to foster greater acceptance of the new normal*

### RAPID ROUNDUP

- Channeling its stronghold in communication, CISCO developed multiple channels for outreach and proactive engagement with employees pre-pandemic, during the lockdown and after
- Wellbeing philosophy centered around four pillars – Physical, Emotional, Social and Financial
- HR and employee communities playing a key role in driving engagement between employees and the leaders

**Cisco's Wellbeing Philosophy:** Focuses on the holistic Wellbeing of its employees across four major pillars – Physical, Emotional, Social and Financial. The presence of a Global, country & region-specific dynamic teams driving focused and targeted programs & initiatives in the Wellness space

Globally Cisco organizes monthly Executive Leadership Check-in with the employees where Leaders provide updates on the business and what Cisco has been doing to support its employees in the pandemic situation. Medical Experts addresses employee queries on the current pandemic situation.

Beside various virtual initiatives around Mindfulness, Meditation, Heartfulness, Yoga, Tibetan Sound Rejuvenation Workshops, Art of Living across etc. Cisco has also hosted Employee Townhalls on variety of topics – “COVID-19 Pandemic Support”, “Parenting and Caregiver Check-ins”, “Co-Existing with COVID-19”

**LifeConnections Health Center:** A state-of-the-art on-campus health center provides healthcare and fitness services to employees. From the onset of the Pandemic situation, the employees can avail these services through Tele-Consultation and Tele-Health appointments. LCHC also provides dedicated COVID-19 specific services.

**Employee Assistance Program** at Cisco provides education, information, counselling services to its employees. Recently a new Online Chat based Consultation service was offered to the employees who are more comfortable sharing their experience over chat. EAP also offers referral service that connects the employees and their family with community specialists in areas such as childcare, parenting, eldercare,

and financial assistance.

**Cisco Pavelka:** Cisco also has a tie-up with an external organization which drives focus on Wellbeing across four major pillars – Eat, Sweat, Think and Connect which blend with the Cisco Wellbeing philosophy. Besides country, regional & global webinars employees can participate in various Wellness challenges as part of this initiative. The employees have access to a dedicated App where they can connect and collaborate with peers and also has multitude of Wellbeing resources, Tips, Challenges and periodic newsletters

**SafeToTalk:** A global community initiative which focuses on Mental Wellbeing, with the primary objective of addressing the stigma associated with Mental Wellbeing. A dedicated central repository where employees have access to various educational resources, employee stories, leadership coaching resources. SafeToTalk Webex Chat Room for employees to share their experiences/feelings more openly with their peers and they can seek required guidance and support.

**Cisco Mind Set:** This global initiative provides solutions focused on enhancing mental performance, boosting Innovation, and navigating change. It also talks about the value of neuroscience-based mind training and how it supports performance and overall Wellbeing

**Employee resource organizations** drive various initiatives focused on Mental Health Awareness. The employees come out and share their life experiences, mental health journey, and recovery stories with the group which encourages others to open up, creating a safe environment to talk