



Ensuring All-round Wellness in Extraordinary Times

*With a virus outbreak jolting us into the WFH era, RRD's employee wellness priorities have turned on a dime. This new focus has brought with it the challenge of turning their existing wellness programs like **Sole Survivor**, and **#MindMatters** as strong springboards into COVID-19-specific programs.*

RAPID ROUNDUP

- Wellness programs Sole Survivor and #MindMatters strong springboards for COVID-19 programs.
- Calibrated communication approach to spread maximum awareness
- Customised wellness programs based on feedback and metrics collected through social media

Sole Survivor: Launched in 2018 by their **Women's Own Network (WoN)**, this stepathlon-based initiative encouraged RRD employees to think of physical exercise not as working out but a way of life. WoN created awareness by setting up a **leader board**, **sending out routine announcements**, and **incentivizing the program**. The competitive nature of the program ensured greater engagement, social interaction, and awareness of the holistic benefits of physical exercise.

#MindMatters: This pan-APAC initiative launched in 2019 aimed to de-stigmatize mental health issues by inviting psychologists and mental health experts to educate our employees. Leveraging influencers to drive awareness at the team level, WoN rolled out two key programs:

Open Book Sessions: Through compelling storytelling, noted counselor psychologist, Nandini Raman, normalized discussions around:

- Anxiety & depression
- Substance addiction & abuse
- Domestic & emotional abuse

Mental Health First Aid: Catherine Rylance, a certified Mental Health First Aider, taught employees to recognize subtle signs that their colleagues were on the path to mental distress and provide necessary support.

Metrics:

SoleSurvivor

2018 - **270** women participants.

2019 - **487** mixed participants; **99** teams participating.

Cumulative distance - **21,651** km was covered.

#MindMatters

2019 - 370 participants in 2019

2020 - 412 participants so far.

New Initiatives for the New Normal: WoN rolled out a slew of online programs to help our employees stay connected even as they transitioned to a new work-life routine during the lockdown. Wellness instructor Farzhana Siraj shared tips and advice on correcting posture, relieving eye strain, handling stress and anxiety resulting from strained personal relationships or work-related issues and building immunity by eating right

Parenting & Storytelling Sessions: Mina Dilip, a certified play therapist, facilitated virtual parenting sessions for **111 employees** and shared tips on work-life integration.

Fitness Classes to Bust Stress: Six-weekend yoga sessions in June-July helped **775** employees break up their stressful weeks. Five high-energy Zumba classes in August gave **402** employees and their families a chance to connect and have a shared experience.

