

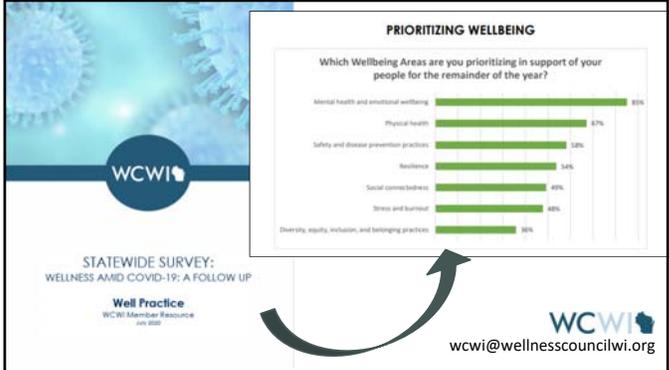


**WCWI MEMBER RESOURCE GROUP**  
*Creating a Physically + Psychologically Safe Workplace During the Coronavirus Era*

Questions? Email [wcwi@wellnesscouncilwi.org](mailto:wcwi@wellnesscouncilwi.org)



WCWI, a community of connected employers who are transforming Wisconsin's workforce.  
[www.wellnesscouncilwi.org](http://www.wellnesscouncilwi.org)



**PRIORITIZING WELLBEING**

Which Wellbeing Areas are you prioritizing in support of your people for the remainder of the year?

Mental health and emotional wellbeing	85%
Physical health	67%
Safety and disease prevention practices	54%
Resilience	54%
Social connectedness	49%
Stress and burnout	48%
Diversity, equity, inclusion, and belonging practices	36%

STATEWIDE SURVEY: WELLNESS AMID COVID-19: A FOLLOW UP  
 Well Practice  
 WCWI Member Resource  
 via 800

[wcwi@wellnesscouncilwi.org](mailto:wcwi@wellnesscouncilwi.org)



**AGENDA**

- Introduction
- Idea-Sharer: Holly Schneider, Delta Defense, LLC
- Group Discussion
- Idea-Sharer: Jay Koenitzer, Helwig Carbon Products, Inc.
- Group Discussion
- Idea-Sharer: Tammy Flora, Masters Gallery Foods
- Group Discussion
- Closing



**Trauma-informed leadership**



Focusing on the “soft skills” of leadership (rather than the “hard skills” like policies, procedures and discipline), we can use the 5 values of trauma-informed care as a guide.

How can I help my staff feel a sense of:

1. Safety..... You are safe with me
2. Trust..... You can trust me and I can trust you
3. Collaboration..... You belong and we are doing this together
4. Choice..... I trust/respect your choices/decisions/actions
5. Empowerment..... I believe in you

Dr. Debra Lafler  
 Wellness and EAP Manager  
 Wisconsin Department of Health Services

**WCWI** *Idea-Sharer*





**Holly Schneider**  
Organizational Life Coach at Delta Defense LLC



**Psychological Safety in the Workplace**

Holly Schneider, LCSW  
Life Coach and Culture Trainer



### Workplace Psychological Safety

A work environment where employees feel comfortable to be honest about how they are feeling and doing in their job. This vulnerability and transparency includes:

- Engagement and internal motivation
- Relationships with others—personal and professional
- Obstacles to their functioning
- Dialogue and Innovative solutions connected to needs (for balance)

### Strategies

- Addressing CORE issues rather than symptoms of problems
- Seeing others as people, not problems (vehicles, irrelevancies, obstacles)
- Having real conversations about real problems, leaning into uncomfortable conversations
- Creating change plans -measuring change and having follow up
- Accountability consistency for individuals, teams, managers, executives
- Vision, Values, and Goals match Company values



### **Leadership Team Communication**

- Executive wellness coaching-micro/macro
- Observation discussions for real change with HR
- Employee Engagement Multiplier
- HR wellness plan
- Accountability with organizational values



### **Psychoeducation**

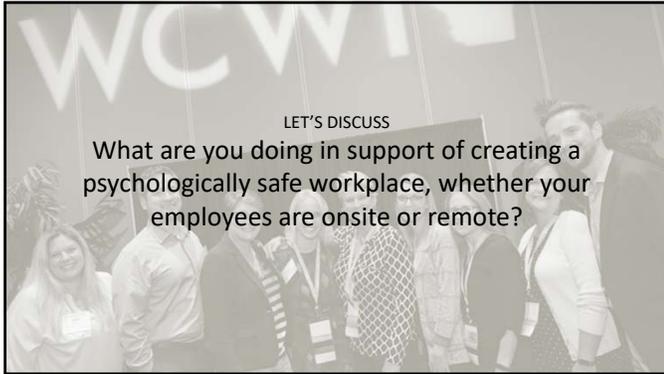
An approach to changing individual and system behavior and interaction patterns through the use of education sharing, understanding needs and values, and maintaining consistency in practice for specific changes and wellness strategies



### **Life Coaching Delta Style**

- Life coaching is promoted as one of our best employee benefits
- Employees talk about it openly
- Daily blog that starts the day
- Top-down (CEO references learning)
- Arbinger training, Skills for Success, All agency meetings, Individual, Teams, Managers





LET'S DISCUSS

What are you doing in support of creating a psychologically safe workplace, whether your employees are onsite or remote?



WCWI's 30th Annual Employee Wellbeing Conference

# Courage: Cultivating Possibility

October 27-29, 2020

*A live, virtual experience that will help you lean into the unknown, challenge paradigms, and create action.*

**4 Keynote Speakers**

**David Hunnicutt**, Principal, David Hunnicutt International, LLC  
**Kori Carew**, Esq; Chief Inclusion & Diversity Officer, Seyfarth Shaw LLP  
**Sandro Galea**, MD, DrPH; Dean, Robert A. Knox Professor School of Public Health, Boston University  
**Donna Pahal**; Founder & CEO, 21 Day Story





**Jay Koenitzer**  
 Field Service & Sales Representative, Helwig Carbon Products, Inc.



**WHAT ARE THE SYMPTOMS?** These symptoms may appear two to 14 days after exposure to COVID-19:



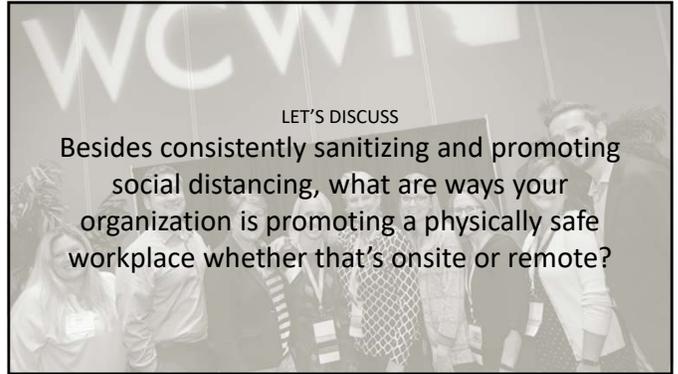
**IF emergency warning signs develop, get medical attention immediately**

- Difficulty breathing
- Persistent pain or pressure in the chest
- New confusion or inability to arouse
- Bluish lips or face

**HOW CAN I REDUCE MY RISK?**



- Wash hands often
- Stay home
- Limit personal contact (6 ft.)
- Stay away from sick people
- Clean & disinfect frequently touched surfaces
- Don't touch eyes, nose or mouth with unwashed hands
- Practice social distancing



**WCWI** Idea-Sharer




**Tammy Flora**  
Vice President - Human Resources at Masters Gallery Foods, Inc.




**Employee Pulse Survey**

- Collecting feedback helps people leaders to:
  - Quickly assess employees' concerns and confidence levels
  - View critical sentiment from unstructured responses
  - Provide leadership with visibility into the needs and requirements of employees
  - Use employee sentiment data to ensure decisions on when, how, and who will return to work
- Sample questions:
  - How comfortable do you feel returning to work?
  - What specific concerns do you have returning to the office or workplace?
  - What are you looking forward to when you go back to the office (and why)?
- It will also help your people to understand:
  - Changes to company policies or procedures (e.g., health and safety protocols)
  - Their own personal role in maintaining a safe working environment
- And help you and your organization understand:
  - How comfortable employees are with travel and commuting (for traveling employees)
  - Their potential interest in working remotely (if that option becomes available)
  - What resources and help they may need for their individual job function or role
  - Plus, you'll be able to get feedback and suggestions from employees on how to make their workplace safer.



<https://www.qualtrics.com/blog/launch-return-to-work-pulse/>





LET'S DISCUSS  
 How is your organization addressing the topic of changes to schooling in the fall?



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