

Wellbeing and staff resilience at DPDHL Group



#BePresent

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**Deutsche Post DHL
Group**

Who we are: **Eike and Verena...**



Verena Amonat

HR Project Manager
Corporate Center &
Certified SIY Teacher



Eike Treis-Hoffmann

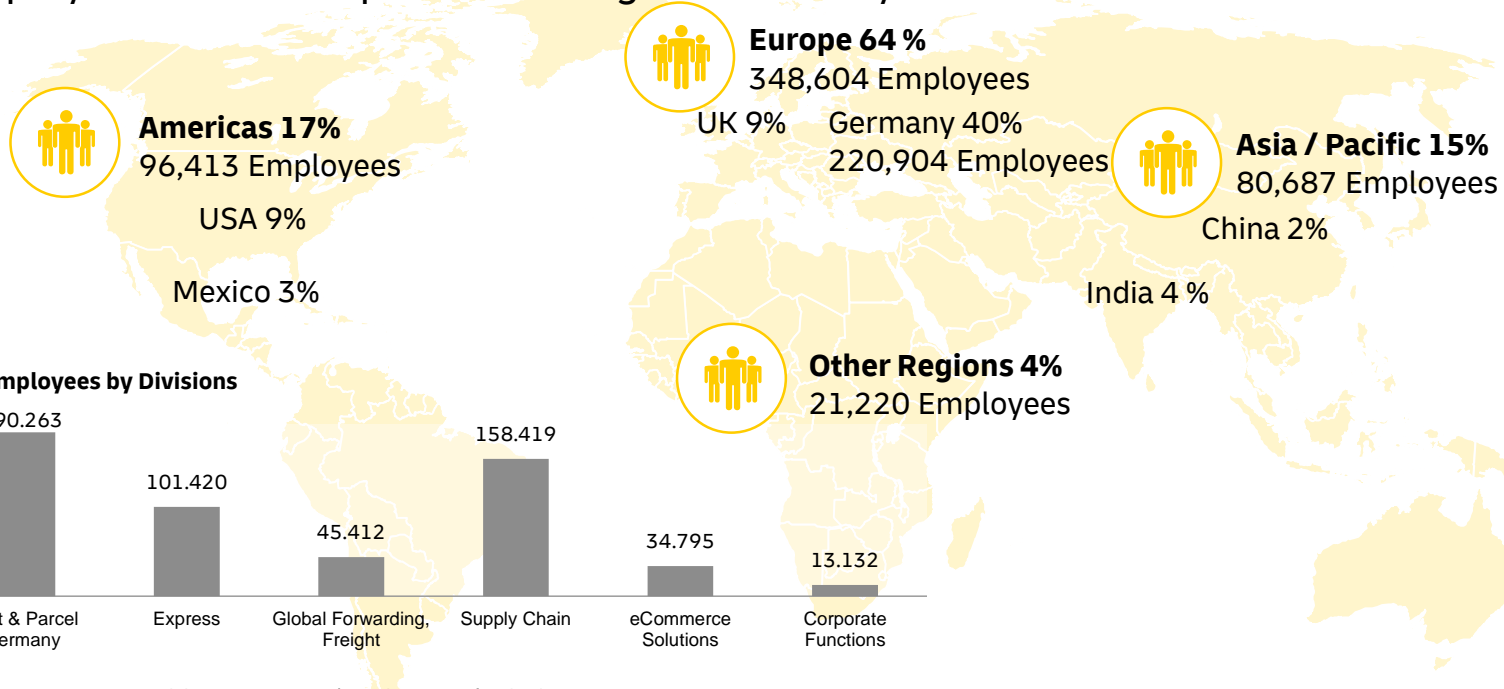
Company Doctor, MD, PhD
Head of occupational
psychology, MA



Key Employee Data¹ Deutsche Post DHL Group



With about **550,000 employees worldwide** Deutsche Post DHL Group is one of the largest employers in the transportation & logistics industry.



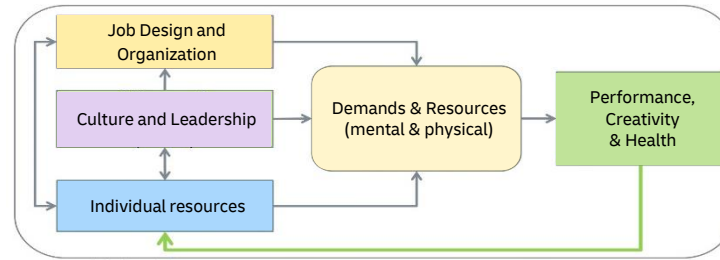
Source: Corporate Responsibility Report 2019; 1) Headcount as of 12/31/2019

Mindfulness is one way to better cope with today's challenges



Mental Health at DPDHL Group

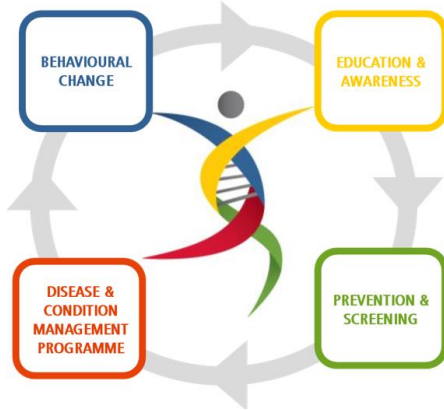
- Focus theme for Health Management in 2019 and 2020
- 3 aspects to support staff resilience: individual resources, job shaping, culture and leadership



- Presentations, Workshops and Discussions on stress management, resilience, mindfulness, and positive psychology
- 1000 events with 15.000 participants only in Germany
- More than 90 company doctors at 37 locations throughout Germany are available for everyone

Wellbeing activities in DPDHL Group before COVID

- **Annual Health & Safety Awards** since 2015 with focus on **Health & Wellbeing**



- **Global Health & Wellbeing Program** to deliver Health & Wellbeing to over 250,000 employees across the globe – "One global strategy with tailored local solutions"

- **Energy programs** (e.g. Being present, Fit to Lead) & **activities** (e.g. "Daily Towel Exercise", Stretching exercise, physical & mental health checks, stop smoking, weight-loss contests, workshops)



Wellbeing activities in DPDHL Group before COVID

- Various **activities for body & mind**
e.g. Leadership Forum, World Kindness Day 2019 (Mindfulness & Yoga), presentations, key notes, workshops



- **Mindfulness community** at DPDHL
- Weekly **“Mindful breath”** meditations (25 min) at Post Campus

- Various **mindfulness program pilots**
e.g. Search Inside Yourself - 2 Days, 10 weeks-Mindfulness and providing Health & Wellbeing App licenses



Wellbeing activities in DPDHL Group since COVID

- **Tips to stay fit & clear your mind** while working from home
physical wellbeing e.g. exercises for families and & **mental wellbeing** e.g. Mindful walking



- **Switch to virtual offers** with shortened (15 min) weekly **“Mindful breath”** meditations in English & German, **mindfulness pilot programs, key notes, masterclasses** e.g. “Wellbeing & connecting in challenging times” or on World Kindness Day “Health & Wellbeing in Corona times”

- **Health & wellbeing activities within our Divisions** e.g. challenges, communication, dedicated programs about MyWellbeing supported by an App
- Psychological counseling via **Hotline** or **Email** by qualified company doctors



Resilience: Emotions & Critical Positivity Ratio

- There are no „negative“ emotions: sadness, fear and anger are normal & help to save our lives
- It is okay not to feel okay! Asking for help is a sign of maturity and strength.
- However, to stay healthy and flourish we need 3x more positive emotions. Good emotional management supports flourishing and health.
- Create and share positive emotions as often as you can!

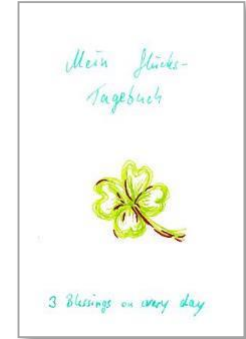


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Tips for mental health

- Focus on the good stuff: take a few minutes every evening to find 3 things that made you smile, that you accomplished or are blessed with
- Stay in touch with your loved ones, with family and friends
- When someone annoys you don't rant and rave! Talk about needs, fears and problems. Each of you feels different and that's okay. Cherish one another!
- Do something fun: sport, art, music, cooking, board games, movies...
- Reduce media consumption, find the good news
- Be present
- Practice Yoga, meditation, Tai-Chi, Mindfulness...
- Breathe
- Sleep



An easy **mindfulness** practice: **5 Finger breathing**



Video: Dr. Jud Brewer, 7:05 min; <https://youtu.be/5QVqMaWrP-s>

Your takeaways – in a nutshell

1. ... It's perfectly normal not to feel normal in challenging times.
Seeking help is not a sign of weakness.
2. ... **Social support, mindfulness, and optimism** help to keep leaders, employees, teams, and organizations mentally and physically healthy.
3. ... With a **growth mindset, kindness and humanity**, you all can be a part in creating healthy, creative & successful organizations.
4. ... There are many **good practices** to support employees in their wellbeing – **mindfulness** is one of them.
5. ... **Start small** e.g. with 3:1 ratio or 5 Finger breathing exercise
6. ... if you want to connect address to:
verena.amonat@dpdhl.com or **eike.hoffmann@dpdhl.com**



**You can't stop the waves
but you can learn to surf.**

Jon Kabat-Zinn



Stay happy and healthy!