Faith & Belief At Omnibrands
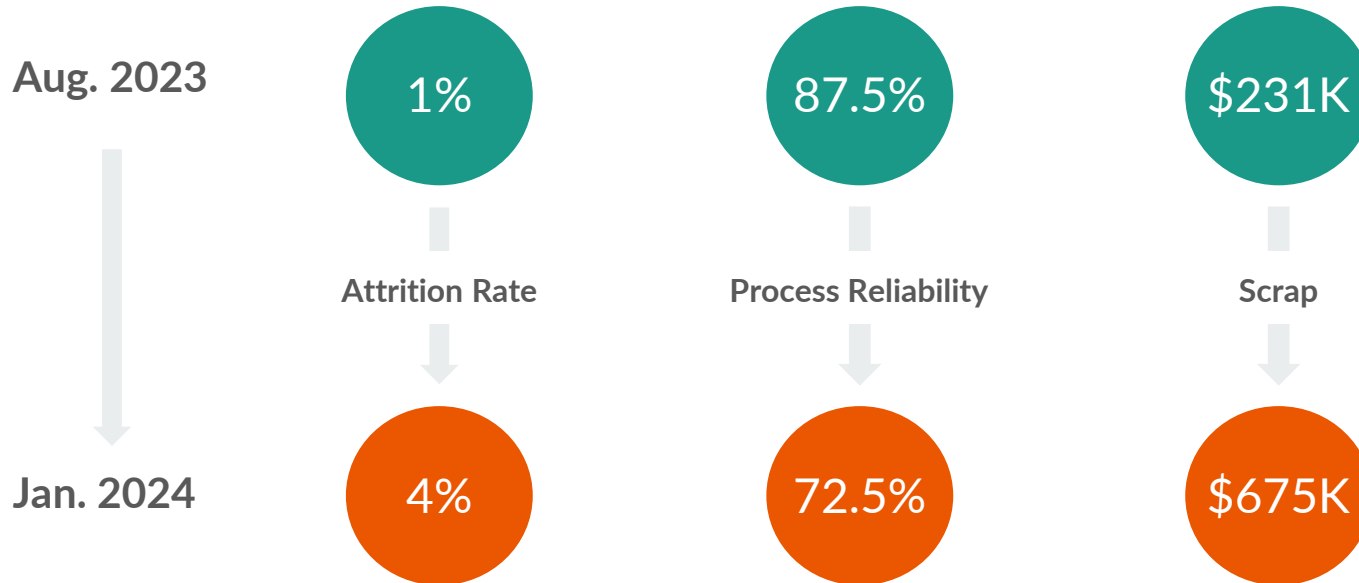
Team #3
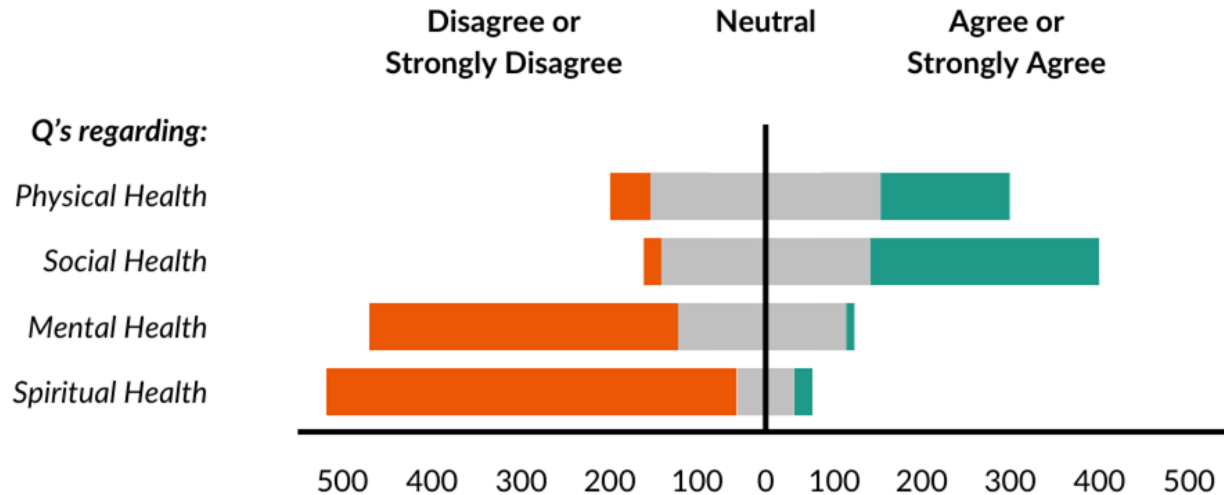
Agenda

1) Wellness survey results and challenges

2) What we are currently doing

3) Recommendations

4) Implementation

5) Next Steps

Going Backwards in Overall Profitability

Aug. 2023

1%

87.5%

$231K

Attrition Rate

Process Reliability

Scrap

Jan. 2024

4%

72.5%

$675K

Employee Responses to Questions in Wellness Survey

OmniBrand Can Improve its Retention and Morale

79% Of Omnibrand employees **do not feel satisfied with their spirituality** in the workplace

155% **YoY Increase** in scrap and training costs from increased employee burnout/attrition

There is correlation between low spiritually and burnout

78% Of Americans feel the need for **increased Spirituality** in the workplace

50% Of the Americans say they **can't speak about spirituality** at work

88% Correlation **between low spirituality and burnout** at work according to the NIH

Why do these numbers matter?

McKinsey Health Institute Survey

1 **Spiritual Health** - extent to which individual integrates meaning into their life

2 **Physical Health** - extent to which individual can competently perform physical tasks and activities without significant discomfort

3 **Mental Health** - individual's behavioral, cognitive, and emotional state of being
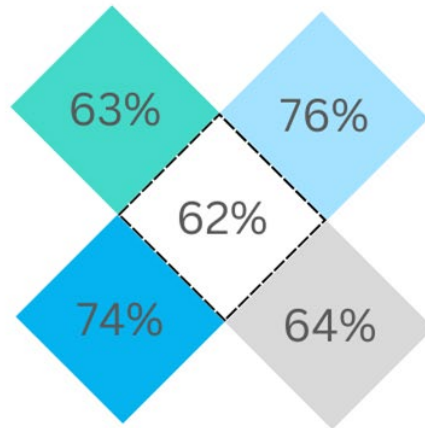
4 **Social Health** - individual's ability to build healthy, nurturing, genuine, and supportive relationships

McKinsey Health Institute Survey

- Spiritual Health
- Physical Health
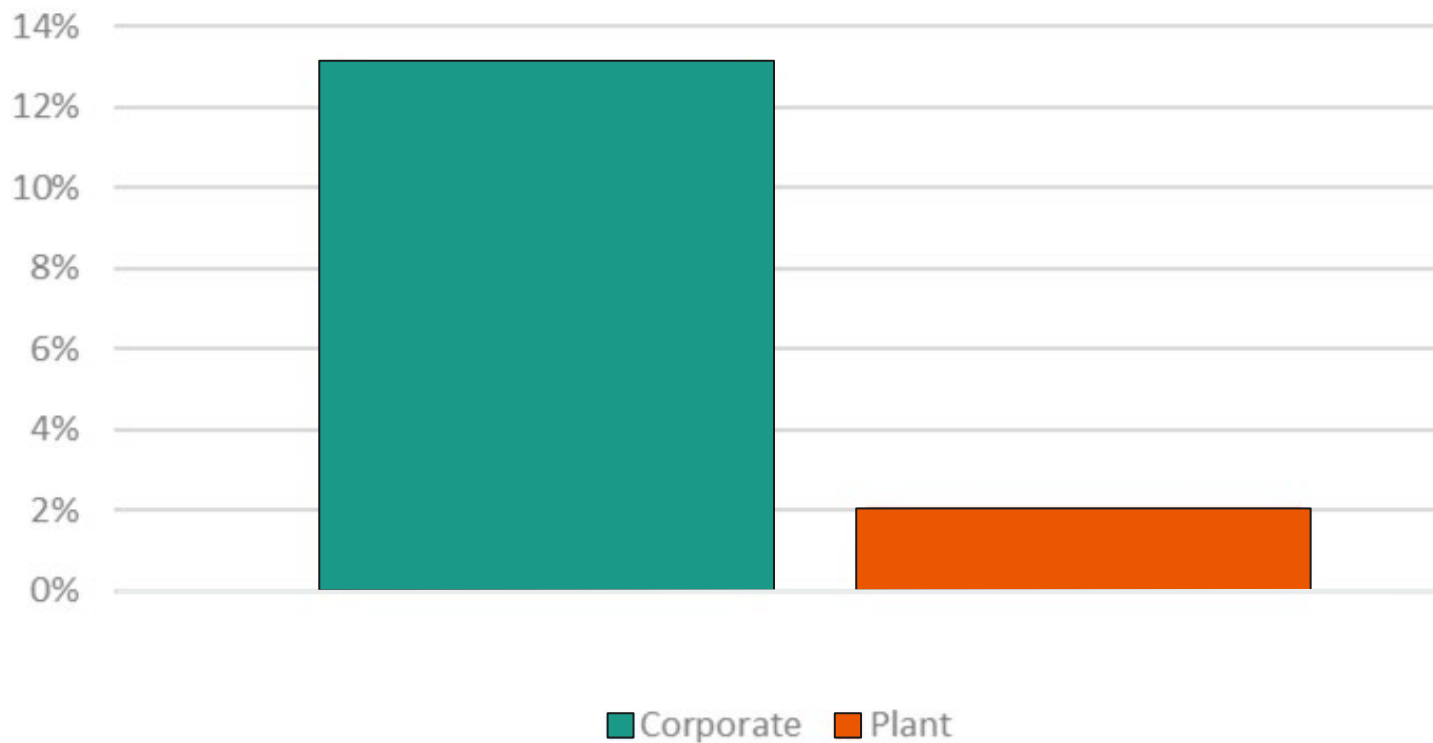- Mental Health
- Social Health
- Overall Health

63% 76% 62% 74% 64%

"It is challenging to regularly participate in daily prayers when I must be on the line my entire shift"

"A lot of good people have left because they're just burned out or feel like they're missing out on life outside of work. We're all feeling the stretch"

% Employees Active In ERG Group

Current Solutions

➔ Faith Celebrations

➔ Guest Speakers on Religious Diversity

➔ Interfaith Networking Mixers

➔ Faith-based Webinars

➔ Workshops on Religious Diversity

➔ **Corporate** Mentorship Programs

➔ Social Media Campaigns on Religious Diversity

➔ Interfaith Art Exhibits

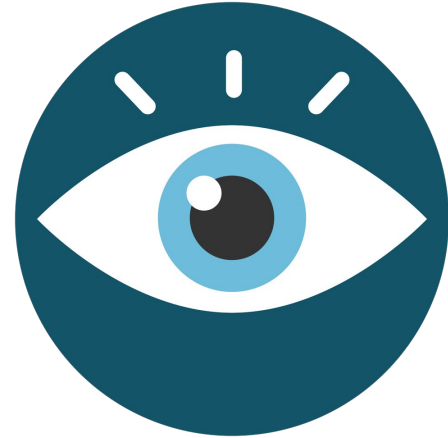➔ Awareness Posters in **Corporate** Areas

So What Do We Do?

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Solutions

➔ **Vision**
➔ **Meditation Room**
➔ **Donation Match**
➔ **Micro Culture**

Create a Vision

➜ Create "ERG" mission statement with Chief Diversity Officer

➜ Establish guidelines for future spirituality of employees in the workplace

➜ Share vision with organization

Build A "Meditation Room"

➔ Drive immediate impact

➔ Low cost

➔ High reward

➔ Visible win for employees and
    company

Company Match of Donations to Religious Charities

➜   Incorporate a higher purpose

➜   Brings added sense of fulfilment to work

➜   Incentivizes employees to stick around

Focus On Micro Culture

"Organizations that have embraced microcultures are **1.8x more likely** to achieve positive human outcomes and **1.6x more likely** to achieve desired business outcomes."

-        **Deloitte**, 2024

Process Reliability Improvement

1%

Additional Units Produced

$5.7 M

Process Reliability Improvement

9.6 M

Additional Revenue Generated

Metrics - Profitability

Process Reliability

Attrition Rate

Metrics - Spiritual Health

Meditation Room Use

Donations Matched

Manager Check-ins

Wellness Survey

Vision/Timeline

Create a Vision

Meet with CDO to create the overarching company vision and mission statement for spirituality in the workplace

Construct Meditation Room

Construction of meditation room will commence in incubator location in Newtown

Scale

Implement plan throughout organization (gathering feedback, creating meditation rooms, and establishing micro-cultures)

60 Days

6 Months

30 Days

3 Months

12 Months

Gather Employee Feedback

Capture relevant features for pray room and micro cultural environment

Launch Micro-Culture

Managers work with small teams to operationalize alignment with company mission and adapt to the needs of their individual teams to foster a micro culture

Thank you.

References

Slide 4 https://www.academia.edu/4393380/spirituality_in_the_workplace_and_the_implications_for_employees_

Slide 5 https://www.academia.edu/4393380/spirituality_in_the_workplace_and_the_implications_for_employees_

Slide 7
https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7671502/#:~:text=Results%20showed%20that%20workplace%20spirituality,%2Defficacy%2C%20and%20work%20engagement.

Slides 11 and 12 - https://www.mckinsey.com/mhi/our-insights/reframing-employee-health-moving-beyond-burnout-to-holistic-health