

IBM Mental Health Case Study Template

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IBM Mental Health Case Study

Overview IBM, a global technology and consulting company, recognizes the critical importance of addressing mental health challenges in the workplace. Amidst a fast-paced and demanding industry, IBM understood the significance of fostering a supportive and inclusive environment for its diverse workforce to promote mental well-being.	Objectives IBM set clear objectives to reduce mental health issues among its employees: • Designate Mental Health Champions: Promoting and understanding mental health to reduce stigma and provide open discussions. • Provide Supportive Resources: Offer comprehensive mental health resources and services to employees, ensuring they have access to professional help and guidance. • Enhance Employee Well-being: Improve overall employee well-being by fostering a culture that values mental health and promotes work-life balance.
Problem Statement IBM faced several mental health challenges within its organization, including high levels of stress, burnout, and stigma surrounding mental health discussions. Increased absenteeism from existing talent, particularly the shift to remote work during the COVID-19 pandemic, further exacerbated feelings of isolation and impacted employee well-being.	Solutions To address the mental health challenges, IBM implemented a multi-faceted approach: • Mental Health Awareness Campaigns: IBM launched targeted campaigns to raise awareness about mental health, emphasizing the importance of seeking help and designating mental health champions. • Employee Assistance Program (EAP): IBM introduced an enhanced EAP, providing

Mental Case Manual

James Finlayson



Mental Case Manual:

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