

# Global Healthy Workplace Awards 2022

**Marie-Ève Laurin** – Health and Well-being  
Director, Global HR Centre of Expertise

**Tony Machado**, PhD, IPRP | Health and Well-  
being Director, West and South of Europe



# CGI at a glance

**Founded in 1976**  
**46 years of excellence**

**CA\$12.1 billion revenue**

**88,500 consultants and  
other professionals**

**400 locations in 40 countries**

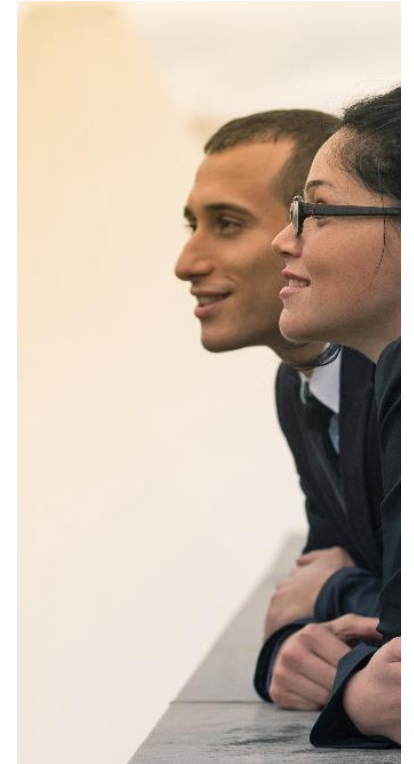
**5,500 clients benefiting from  
end-to-end services**



# Health & Well-being at CGI

**For over 18 years, health & well-being has been core to our employee experience...**

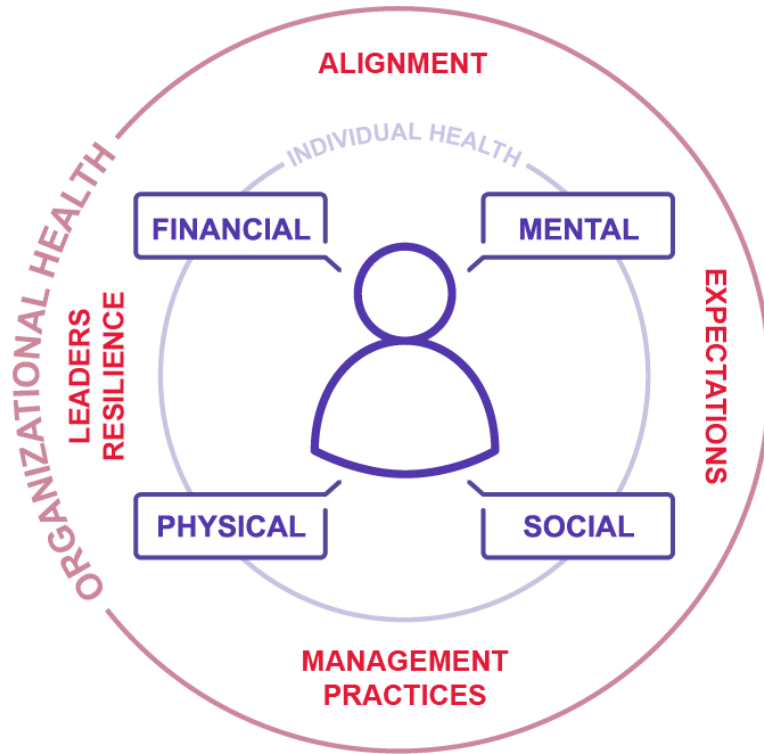
- CGI strongly believes that health and well-being is critical to the success of our employees and our organization
- To make the health and well-being vision a reality, CGI has a dedicated Health and Well-Being Centre of Expertise, **Oxygen**, as part of Human Resources
- Oxygen is backed by a global multidisciplinary team specializing in workplace health and well-being



*CGI is committed to fostering an environment focused on health and well-being where all members can thrive personally and professionally*

# CGI's Health and Well-being Approach & Offerings

Health & well-being is everyone's business: Focus on Organizational health along with Individual health



## GLOBAL OFFERINGS ADAPTED LOCALLY

- Employee Assistance Program
- Health & well-being channels on our global learning platform
- Educational newsletters
- Oxygen Portal
- Health and well-being campaigns
- Mental Health Ambassadors Network
- Customized trainings and tools to equip our professionals
- Health & well-being consulting services for leaders
- Health challenges

Data Collection

Data Analysis

Identification of  
priorities

Action plan

Execution

Measurement and  
improvement

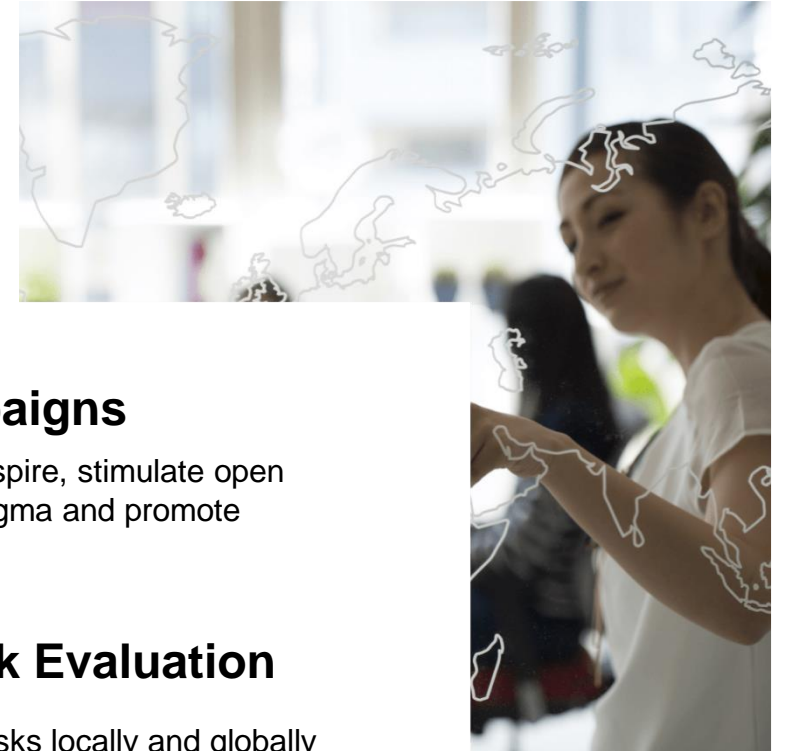
# Leadership engagement, starting at the top

**Oxygen for senior leaders:** a series of workshops and active leadership discussions



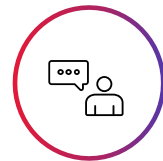
Taking care of our teams  
and our clients means  
**taking care of ourselves** and  
our mental well-being first.

# Psychosocial Work Environment



## Respectful Workplace Policy

Ensuring that our members feel respected and comfortable being their authentic selves at work



## Awareness Campaigns

Designed to educate and inspire, stimulate open conversations, break the stigma and promote available resources.



## Psychosocial Risk Evaluation

Evaluating and preventing risks locally and globally to nurture quality of working life.



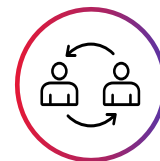
## Organizational Audits

Continuously adjusting and developing a healthy organization.



## Member Partnership Management Framework

Creating meaningful dialogues and strengthening relationships between our members and leaders.



## Mental Health Ambassadors Network

Peer-to-peer support network of 800+ volunteers trained to foster a culture of openness, and to direct to experts and proximity resources.

# Physical Work Environment



## Safety and Facilities Physical Security Policies

On CGI sites, client sites and remotely.



## Workplace Adjustments

Onsite or online through digital platforms, to adapt to a hybrid reality.



## Digital Ergonomic Toolbox

Online toolbox promoted regularly, including at onboarding with new joiners.



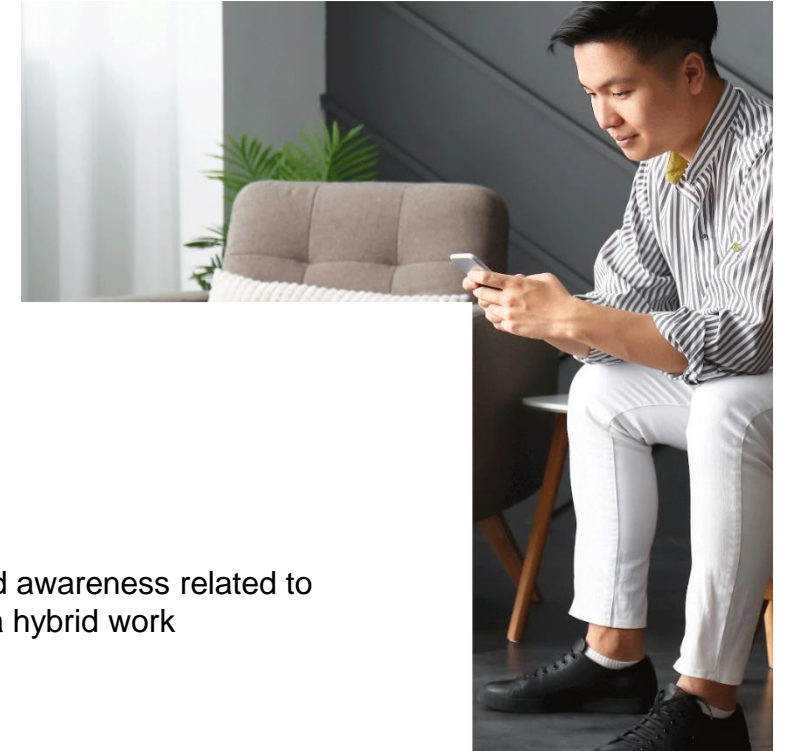
## Ergonoweeek

A week of training and awareness related to office ergonomics in a hybrid work environment.



## Relocation and Redesign of CGI Workplaces

A workplace that protects health and safety, fosters connections and stimulates enjoyment of work.





# Personal Health Resources



## Oxygen Portal

One stop-shop for all health & well-being resources and tools, customized locally.



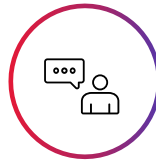
## Health & Well-Being Learning Channels

On-demand global e-learning tool with a rich content library dedicated to well-being.



## Employee Assistance Program

Confidential counselling for our members and their family, while also providing critical incident and management support.



## Trainings and Know-how

Equipping our members and leaders to adapt in evolving environments and to take care of themselves, their teams and their families



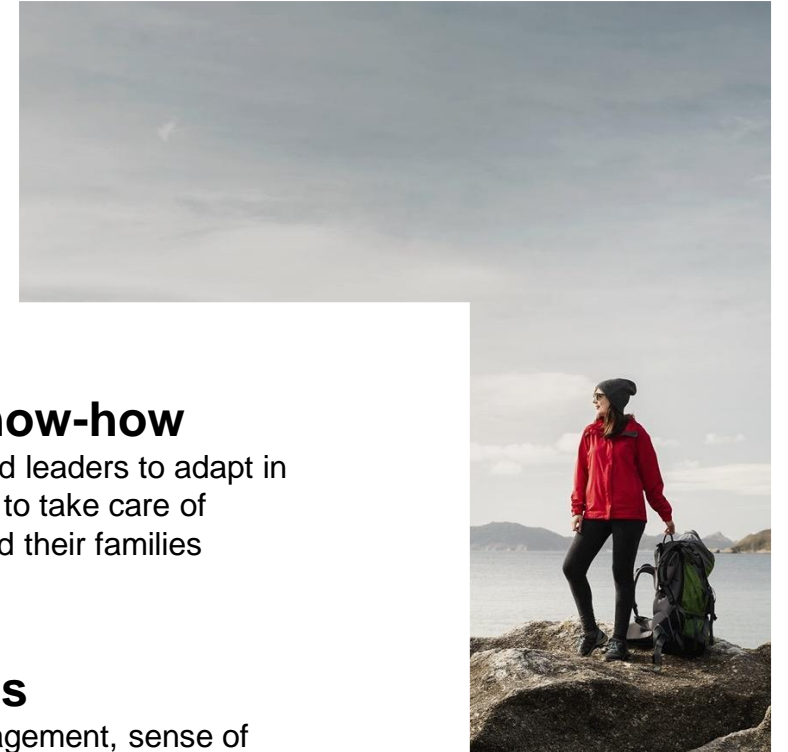
## Health challenges

Encouraging member engagement, sense of belonging & networking within their community



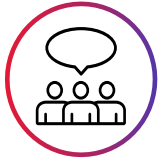
## Financial Well-Being programs

Education and advice to alleviate some of the stress and anxiety surrounding money management and finances.





# Enterprise Community Involvement



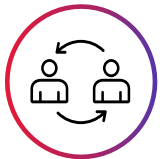
## Affinity groups

Member-driven groups committed to providing a sense of community and enabling progress towards a more inclusive culture.



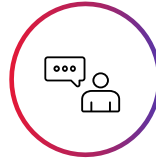
## CGI for Good

Global volunteering digital platform to support the communities in which we live and work.



## Best Practices Sharing and Skill-Based Sponsorship

Involved in our communities and sharing our health & well-being expertise externally.



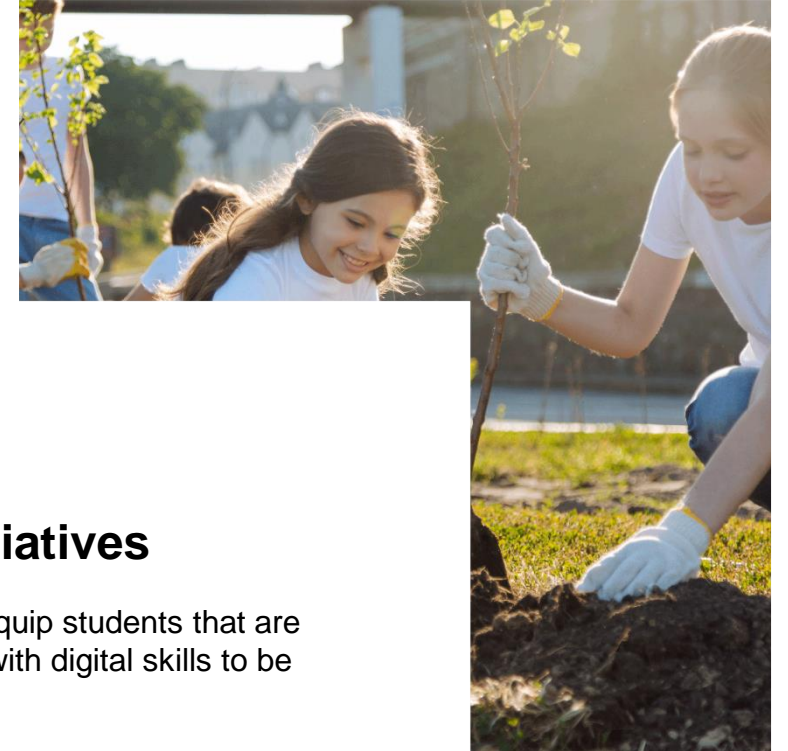
## Educational Initiatives

Worldwide initiatives to equip students that are under-represented in IT with digital skills to be successful in the future.



## Inclusive Health

Wide range of personal health initiatives and benefits for all our members and their families, to help them achieve their full potential.



# Meaningful Initiatives All Year Long

## Quality of Work Life Weeks

From June 21 to June 30

### In search of meaning at work: in search of your balance

We offer 4 conferences to combine Knowledge and Doing, going from theory to practice.

During these two weeks, we will go together in search of your balance.

Get ready to activate experimental m...

#### Nutrition balance

- June 21 -  
1 to 2 p.m.



#### Mental

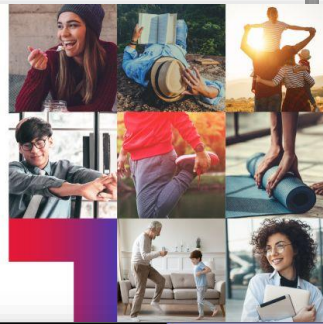
- June 21 -  
1 to 2 p.m.



## What does self-care look like to you?

Well-being Around the World campaign

CGI



## Are you familiar with the Member Assistance Program?

Available 24/7, all MAP services are offered by external qualified professionals who are strictly confidential to support you in all stages of your life.

- » Personal Issues  
Psychological or emotional
- » Family Support  
Children and elders
- » Positive Life Changes  
First house, birth
- » Lifestyle Changes  
Legal and financial advice
- » Marital Issues
- » Depression/Stress
- » Drug and Alcohol  
Addictions, cyberaddictions
- » Bereavement

How can you access the MAP's services?

1-800-361-2626  
[www.workhealthlife.com/](http://www.workhealthlife.com/)

## Mental Health Minute Workload management

A healthy workplace culture is one where workloads are manageable and can be carried out within the time allotted.

Speak with your leader to prioritize the right tasks or projects. Make and implement a plan to finalize work within appropriate time frames.

## Leader's Corner

Access useful tools and resources to support the health & well-being of your team.

## Welcome to the Oxygen Portal

Each section below can help you in your health and well-being journey.



**Julie Godin** • Following  
Executive Vice-President, Strategic Planning and Corporate Development at ...  
1mo • 1

In honor of CGI's Well-being Around the World campaign, I'd like to share some things I've learned about self-care over time. I truly believe it's a personal journey that's different for everyone. ...see more



You and 2,478 others

52 comments • 23 shares

## 10 conseils pour préserver sa santé mentale

La situation actuelle est difficile et on peut facilement se sentir stressé, anxieux ou déprimé. Voici quelques conseils pour prendre soin de soi :



Faire de l'activité et sortir de chez soi



Réaménager son intérieur



Faire attention à son sommeil, bien manger



Eviter les excès d'alcool ou de substances toxiques



Rester en contact avec ses proches, famille ou amis



Ne pas écouter les informations toutes les heures / réseaux sociaux.



Se rappeler comment on a surmonté nos difficultés dans le passé et garder en tête que cette période aura une fin



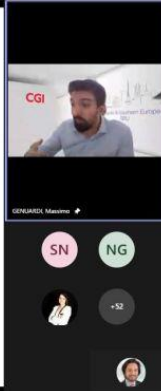
Parler de ses émotions et cultiver la bienveillance envers soi-même et les autres



Faire les choses que l'on aime et qui nous ressource



S'investir pour les autres et être reconnaissant / Wemabi & Applaud



# Health and Well-being is everyone's business!

“The physical and mental health of our professionals is paramount to our collective success. Our approach to health and well-being has a positive impact on our CGI members. That's why we prioritize it at all levels, from discussions with the Board down to conversations with our members about how the tools and programs we offer can best meet their needs.”



**Julie Godin**

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*Co-Chair of the Board*

*Executive Vice-President, Strategic Planning and Corporate Development*

# Thank you

**CGI**

