



## Pratt & Whitney Canada: From Wellness To Global Health

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ENGINES

SUPPORT

INNOVATION

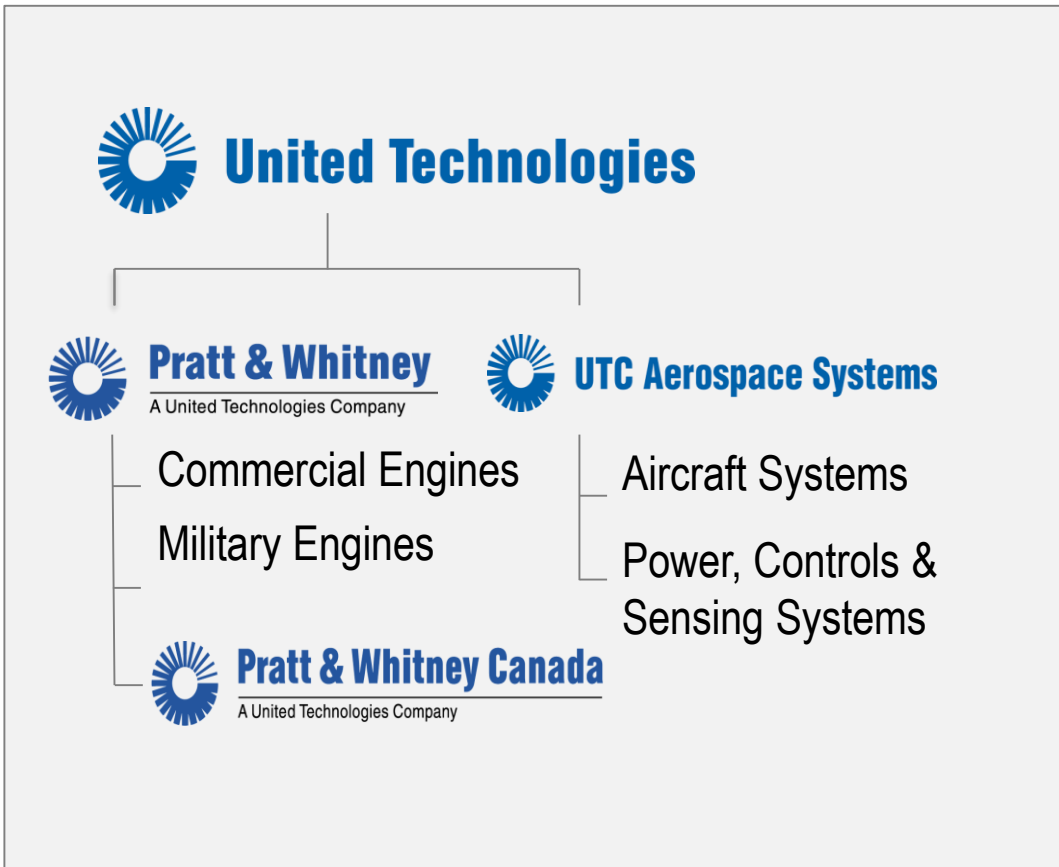
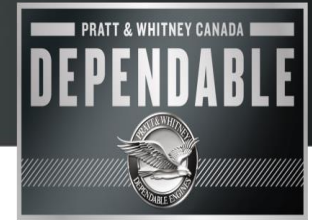
PEOPLE

# EXPORT CLASSIFICATION

Check this box if presentation contains “no technical data”  OR summarize the export classifications of all slides in this presentation as instructed below:

Instructions: Box 1 and one (1) of boxes 2-5 must always be completed	
	<b>Classification:</b>
1. Canadian ECL(s):	
2. ECCN(s) (EAR):	
3. P-ECCN(s) :	
4. USML (ITAR):	
5. P-USML:	

# UNITED TECHNOLOGIES CORPORATION



**United Technologies**  
Climate | Controls | Security

**Otis**  
A United Technologies Company

# PRATT & WHITNEY CANADA

## OUR MISSION



We at Pratt & Whitney Canada are committed to providing innovative power solutions and global support services that delight our customers. We will grow and achieve breakthroughs by teaming with our customers, partners and suppliers, and by leveraging our knowledge and technology.

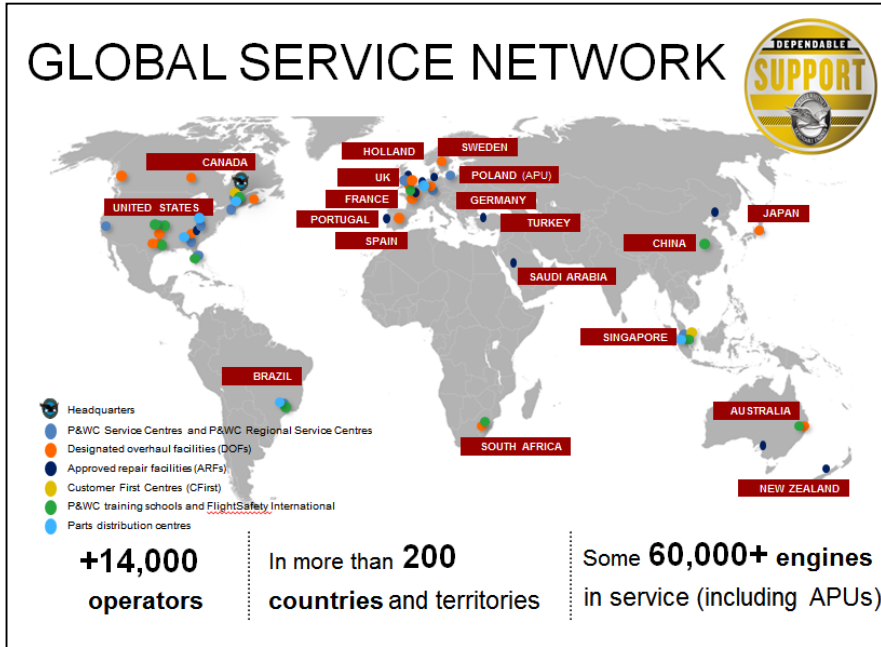
We will ensure a safe, healthy and challenging environment where our people can realize their full potential. And we will cultivate a high-performance organization where quality, speed and innovation are valued and rewarded. Pratt & Whitney Canada will passionately lead the way by providing the best solutions and value and anticipating the power needs of future generations.

We are dependable.

## OUR VALUES



# PRATT & WHITNEY CANADA WORLD WIDE



## GLOBAL ACTIVITY

**DEPENDABLE**

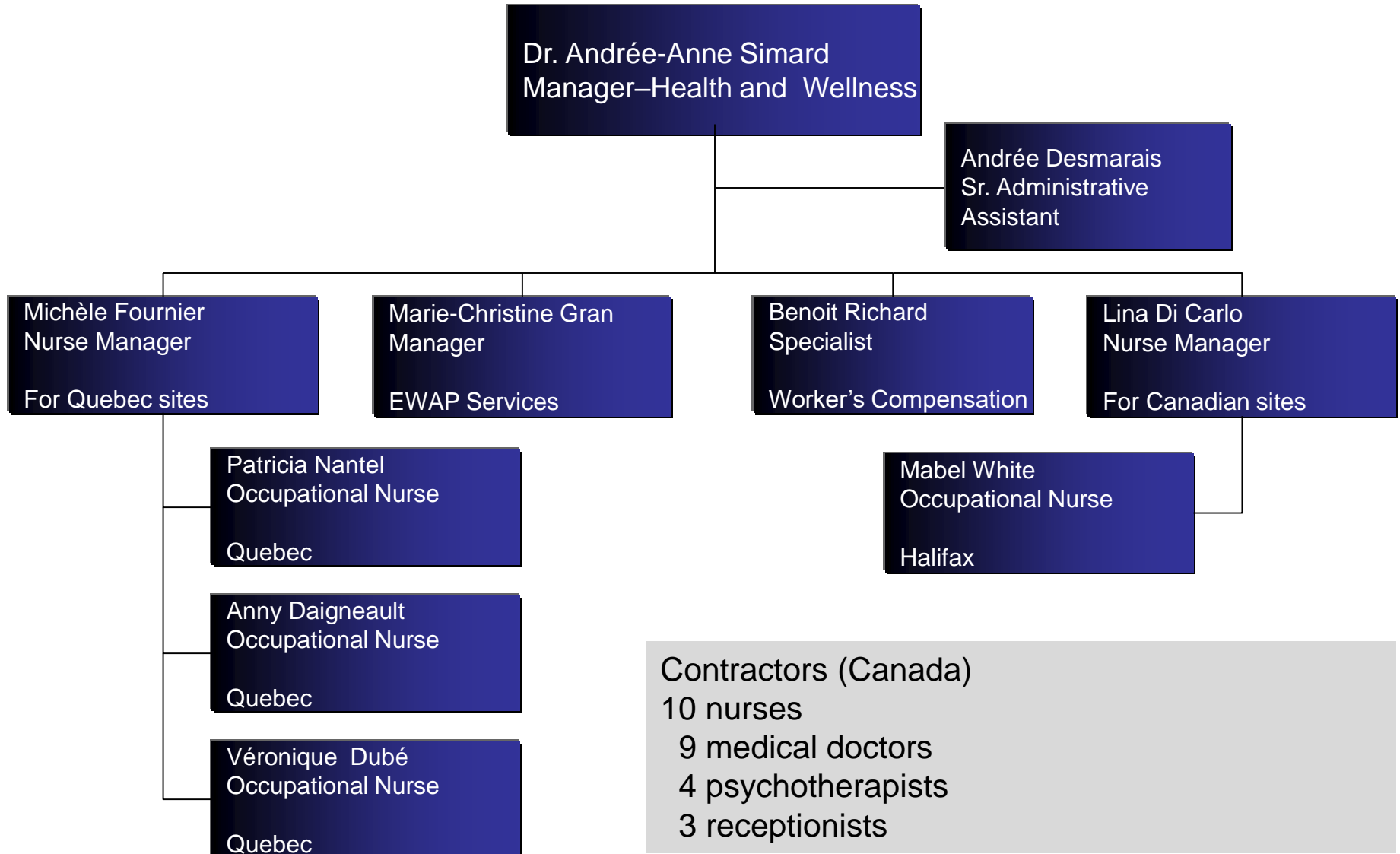
Operators	+14,000
Airlines	~700
Aircraft in service	+30,000
Engines in service	+60,000
Countries and territories	+200
Operating hours	+723,000,000

## THE POWER OF OUR PEOPLE

**DEPENDABLE PEOPLE**

<b>Canada</b>	<b>~5,850</b>
Quebec	~4,700
Ontario	~700
Nova Scotia	~300
Alberta	~150
<b>International</b>	<b>~3,050</b>
Poland	~1,650
United States	~800
Other	~600
<b>Total</b>	<b>~8,900</b>

# P&WC HEALTH AND WELLNESS SERVICES



# P&WC HEALTH AND WELLNESS SERVICES

## VISION – EXPERTISE – STRATEGIC PLANNING

### OCCUPATIONAL NON-OCCUPATIONAL

- Medical Services on-site
- Legislation compliance
  - Surveillance
  - Disability Management
  - Case Management (WCB, OSHA, WSIB.)
  - Travellers Program
  - Immunization
  - 1<sup>st</sup> line Medical Care

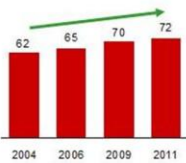
### PSYCHOLOGICAL HEALTH AT WORK

- In-house EAP for 40 years
- Short-term therapy
- Early detection, coaching
- Addictions Management
- Development of programs/training in mental health and wellbeing
- Leadership in mental health
- Development/promotion of best practices
- Return To Work Protocol

# FROM ENGAGEMENT TO GLOBAL HEALTH

2006-2011

Mobilisation des employés (%)



êtrebien

1. Démontrez votre appréciation
2. Soutenez vos employés
3. Développez une culture de respect
4. Conciliez le travail et la vie personnelle
5. Contrôlez la charge de travail
6. Encouragez et soutenez l'autonomie ainsi que la participation au processus de décision
7. Clarifiez les rôles de chaque employé

Les 7 clés du bien-être au travail

1. Témoignez de la reconnaissance
2. Soutenez vos employés
3. Développez une culture de respect
4. Conciliez travail et vie personnelle
5. Contrôlez la charge de travail
6. Encouragez et soutenez l'autonomie ainsi que la participation aux décisions
7. Clarifiez les rôles de chacun

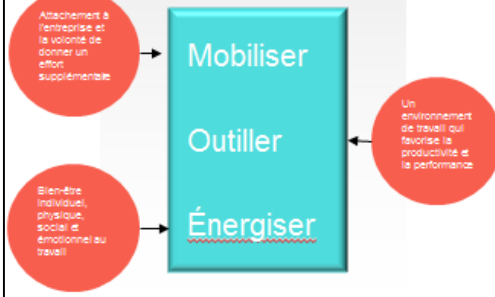
êtrebien

Source : « Les 7 clés du bien-être au travail », Jean-Pierre Brun, Éditions transcontinental, 2009



2012-2016

Mieux-être, mobilisation & pérennité



2017-2028

béwell

PerformanceConnexions

Contribute to PEAK ZONES by leveraging the Scarf Model

Scan



HEAD

Connect



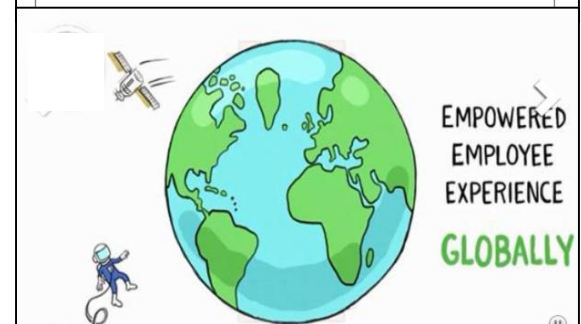
HEART

Feel



OUT

- PERCEPTION**
- Be aware of and an observer of your state of mind and mood.
  - Establish eye contact, greet and acknowledge colleagues.
  - Pay attention to facial expressions and body language.
  - Smile, listen and listen.
  - Focus on your intention and then, express your thoughts, ideas and opinions.
  - Contribute to an inclusive work environment to create relationships.
- EMOTIONS**
- Be aware of your own stress level!
  - Stay cool under pressure by regulating your emotions.
  - Be open-minded.
  - Participate to a welcoming work environment.
  - Create a climate of trust.
- INTUITION**
- Be aware of, and trust your gut feelings, as important inputs for your creativity.
  - Take care of the Body-Brain Connection for good decision making.
  - Pay attention to body language: yours' and others'.
  - Foster a 2-way conversation, aligned with your intention and values.
  - Create a moment that matters.



Engagement & Wellness

Engagement, Wellness & sustainability

Global Health, Wellness & Empowerment





# VISION P&WC GLOBAL HEALTH

## 2028 Vision

P&WC promotes and cultivates a work environment that is psychologically safe and healthy and which encourages and stimulates behaviours leading to optimal global health for all employees worldwide



# MISSION PWC GLOBAL HEALTH

We strongly believe that optimal health translates into increased performance and supports business objectives.

We will ensure that foundations of global health are supported regardless of the organizational context, through targeted actions and recommendations to Senior Management.

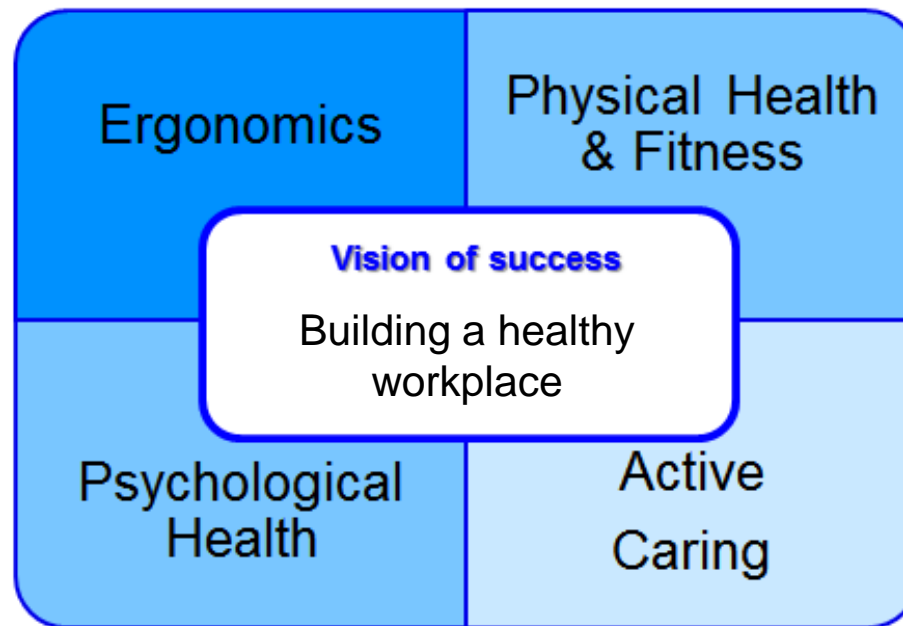
We will work towards the integration and coordination of workplace policies, programs and practices that promote health and prevent disease to advance worker safety, health and wellbeing.

To do so, we will establish a current baseline, determine areas of improvement and drive initiatives towards Global Health.

# GLOBAL HEALTH PILLARS

## Global Health Programs

- Programs formally in place worldwide
- Programs partially in place
- In progress



**Addressing health through an integrative systems approach**

# HEALTH AND PRODUCTIVITY: NEW EMERGING APPROACHES

Why

New, integrated approaches to health & productivity are emerging

## On the Way Out

- One size fits all
- Programs designed and dictated by the corporate office
- Health & Productivity programs that address physical health only
- Claims that traditional health & productivity programs lower medical claims cost in year one

## On the Way In

- Including productivity, workforce engagement and "employer of choice" in determination of program value
- Programs with ownership and accountability at the local level, including champions
- Health & productivity strategy that supports physical, emotional and financial health
- Programs tailored to employee cohorts, generational groups, and/or individual members

# EFFECTIVE HEALTH & PRODUCTIVITY STRATEGY: 4 PILLARS



## Prevention

- Safety
- Health Promotion
- Prevention / Screenings
- Emotional Health
- Lifestyle



## Personal Support

- Return to Work
- Financial Literacy
- Health Advocacy
- Care Delivery
- Worksite Health



## Organizational Support

- Leadership Support
- Measurement
- Accountability
- Flexibility
- Work Environment
- Resource Allocation



## Design and Delivery

- Engagement
- Communication and Change Management
- Program Management

Effective Health  
and Productivity  
Strategy

Source: 2015/2016 Staying@Work – Canada

# PROPOSED APPROACH: HEALTH & PRODUCTIVITY STRATEGY:



**Month**



# PRATT & WHITNEY



# DEPENDABLE

[WWW.PWC.CA](http://WWW.PWC.CA)



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