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How would you describe the key trends shaping the current landscape of employee mental health and wellbeing globally?

The global landscape of employee mental health and wellbeing continually evolves. Key trends include:

Increasing Awareness: There's a growing recognition of mental health issues as critical to overall employee well-being. This has led

to more discourse, policy changes, and investments in employee assistance programs.

Flexible Working Arrangements: Many companies are offering more flexible work schedules with the rise of remote working, especially post-COVID. This shift has positive effects (e.g., reduced commute stress) and negative implications (e.g., work-home boundary blurring).

Holistic Wellness Programs: Companies now look beyond physical health, incorporating mindfulness, mental health training, and stress reduction into their wellness initiatives.

Stigma Reduction: Efforts are being made to reduce the stigma associated with mental health issues, encouraging more employees to seek help when needed.

How do you perceive the influence of technology on workplace mental health dynamics and challenges?



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Technology plays a dual role. On one hand, it facilitates flexibility and access to resources, such as virtual therapy. On the other, it can exacerbate feelings of isolation, overwork, or being "always on." The constant barrage of notifications and emails can contribute to burnout. Thus, while technology offers solutions, it also presents challenges that employers must navigate.

In what ways has Forbes Business Council contributed to the advancement and progress of workplace mental health?

As a member of Forbes Business Council, and the Chair for the Mental Health Group, I would say Forbes Business Council has been a proactive and influential force in advancing the dialogue on workplace mental health. Recognizing the critical importance of this topic, the Council spearheaded the establishment of a

dedicated Mental Health Group. This specialized group brings together thought leaders from within the Council to actively discuss, exchange, and disseminate best practices concerning not only the emotional well-being of leaders but also the broader topic of workplace mental health. This initiative underscores the Council's commitment to fostering a culture of openness and support, wherein leaders can navigate their unique challenges and cultivate a conducive environment for their teams.

How can companies strike a balance between fostering a high-performance culture and prioritizing the mental well-being of their employees?

Setting Clear Boundaries: Ensure employees have defined work hours and respect their personal time.

Promoting Open Communication: Create an environment where employees feel comfortable



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discussing their mental health challenges without fear of repercussions.

Providing Resources: Offer access to counseling services, workshops, and training that can help employees manage stress and build resilience.

Recognition and Rewards: Recognize efforts and provide regular feedback, ensuring that hard work is acknowledged and rewarded.

Encouraging Breaks: Promote taking regular breaks during the day to recharge mentally.

What are you most looking forward to at the Employee Mental Health Summit?

I'm eager to engage with thought leaders and pioneers in workplace mental health. The summit provides an opportunity to share experiences, learn about innovative solutions, and collaboratively craft strategies that can profoundly

impact employees globally. The cross-pollination of ideas from diverse industries and cultures promises to be enlightening and invigorating.

Dr. Ronke Komolafe is an executive leader with over 15 years of healthcare experience creating business value through systemic programs, evaluation, strategic planning, market expansion, product development, and revenue generation. Ronke is the Board Chair and CEO of Integrated Physical & Behavioral Health Alliance, the Chair of the Mental Health Group of the Forbes Business Council, and the Vice Chair of the American Association for Doctors of Behavioral Health.

Hear more from Dr. Ronke Komolafe at the Employee Mental Health Summit on October 24th in San Francisco, CA. Ronke will be moderating the Panel Discussion: Are Employee Mental Health Resources only as Good as the Workplace Culture?