



# HERO FORUM<sup>2023</sup>

**Doing Well by Doing Good:**  
How Responsible Organizations are  
Addressing Societal Challenges

## **Delivering a World-Class Global Well-Being Program Starts with Strong Partnerships**

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As the world continues to emerge from the pandemic, AECOM, one of the world's largest infrastructure firms, has strengthened its commitment to fostering a culture of well-being for its 50,000+ employees and their families around the globe. Since the launch of AECOM's global well-being (GWB) initiative in 2018, the program has continued to evolve to deliver a world-class well-being experience. In 2022, AECOM brought together global stakeholders including HR leaders, communications partners, well-being program leaders and employee resource groups (ERGs) to spearhead the creation of new programs, resources and global benefits that address what employees need most. AECOM has an award-winning GWB website, available to all employees worldwide and their spouses/domestic partners. This site is updated regularly and provides on-demand access to both global and country-level benefits, as well as resources spanning emotional, financial, intellectual, physical, planet and social well-being topics. The company also has unique GWB challenges that have generated incredible engagement. Following the request of leaders who witnessed the lasting impact of the pandemic, AECOM developed a customized, peer-to-peer support program called Mental Health Allies, and created numerous virtual engagement opportunities to support connectivity among its global population. This session will share how AECOM developed and continues to evolve its GWB program and how, by partnering with global stakeholders, the company is able to deliver a world-class well-being experience.

### **Learning Objectives**

After completing this session, participants will be able to:

1. Identify the building blocks of a successful global well-being (GWB) program that meets the needs of employees, regardless of organization size.
2. Discuss how to bring together key stakeholders across an organization in order to create alignment and build synergy for GWB programs.
3. Interpret how to listen to the needs of a diverse and disparate employee base, and create GWB programs, challenges, resources and benefits that address those needs across a wide spectrum.

**1 CEU**

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