

Thrive for Teams



CASE STUDIES

THE CHALLENGE

Build Agility & Resilience

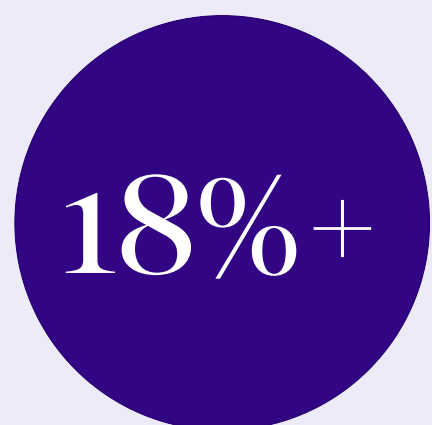


Following the development of the Covid-19 vaccine, Pfizer sought to enhance its approach to workforce mental health and well-being. This was viewed as a necessary investment to sustain a culture of agility and innovation and realize its vision to deliver 25 patient breakthroughs by 2025 to change patients' lives.

HOW PFIZER THRIVES

Thrive for Teams

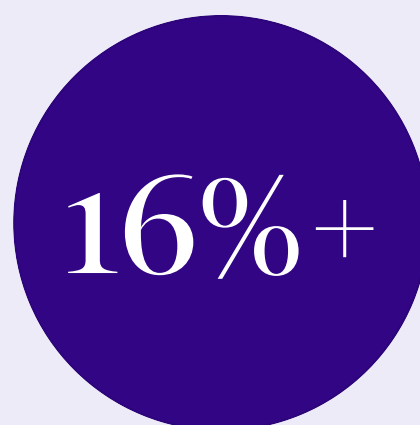
Launching this solution across its 80,000 colleagues allowed Pfizer to provide its workforce equitable access to science-backed resources to prioritize mental health and address the tolls of the pandemic. Thrive's insights across more than 430,000 data points have revealed measurable increases* in key well-being metrics.



increase in **productivity**



increase in **resilience**



increase in
colleague satisfaction

"At Pfizer, we are making the mental wellness of our colleagues and their families a priority by offering enhanced benefits and resources, one of which is our partnership with Thrive. Through this partnership, our colleagues have access to the latest curated science, storytelling, and action-based tips — not only for themselves, but also for their children and loved ones."



Payal Sahni

CHIEF PEOPLE EXPERIENCE OFFICER AND EXECUTIVE VICE PRESIDENT

THE CHALLENGE

Offer Well-being as a Benefit

This leading Fortune 100 retailer recognizes that across a company with 300,000+ employees, there are varying and unique needs and preferences for managing individual well-being. That's why the organization continuously seeks to provide both a holistic and best-in-class set of benefits to meet colleagues where they are.



HOW THEY THRIVE

Embedded in the Workflow

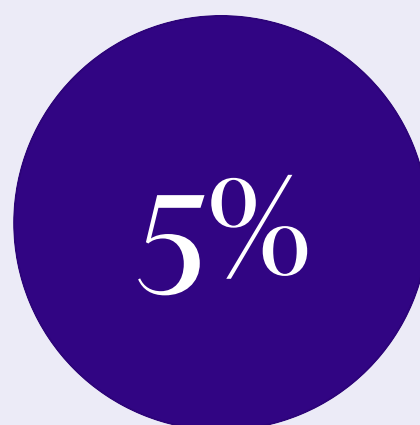
Providing the Thrive platform to corporate colleagues within Teams, this Fortune 100 retailer delivered a solution that could be embedded into their daily workflow. Platform access is provided to all U.S.-based colleagues, contractors, contingent workers, family, and friends, so they could manage their mental health and well-being.



reported an increase in **engagement** where employees never or rarely feel fatigued to face another day on the job*



reported an increase in **energy** where employees always or often feel empowered to disconnect and rest**



reported a decrease in employees showing signs of **burnout** in Q4***



President

BEHAVIORAL HEALTH & EAP

"One of the things that Thrive has done really well is woven the ability to take care of yourself and focus on your health and well-being without having to take another step. It's with that kind of behavior change engagement that we're meeting people right where they are instead of giving them one more thing to put on their to do list."

THE CHALLENGE

Centralize Global Well-being



Takeda is on a journey to help global employees balance stress and prioritize rest and recovery sustainably. Measurably improving life-work alignment by shifting mindsets around life and work, maximizing time through workload management, and setting boundaries is a top HR priority.

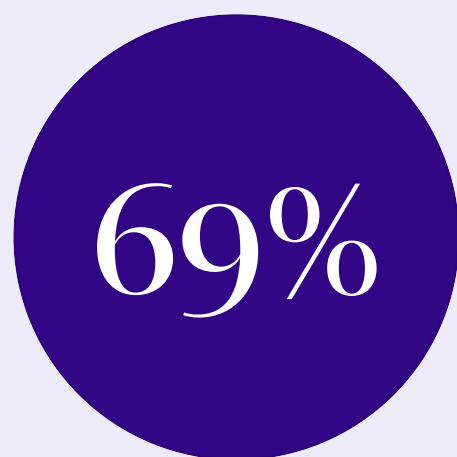
HOW TAKEDA THRIVES

Wall-to-wall omni-channel

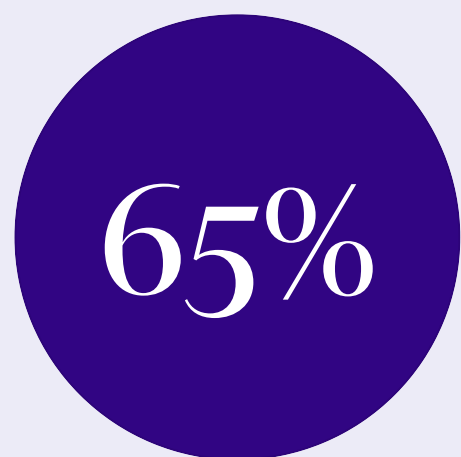
Launching in June 2022 with Thrive's Well-Being Leadership Journeys for global leaders, Thrive for Teams & platform access for all 50,000 Takeda employees, localized well-being webinars worldwide as well as coaching, Takeda saw statistically significant improvements in all dimensions of well-being in just 6 months.



increase in **total well-being** scores in Takeda's employee engagement survey

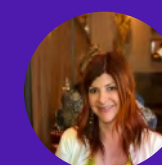


of employees feel **able to balance work and personal life**



of employees feel **able to disconnect from work and make time for rest**

"Thrive has truly been an extension of our Global Well-being team. Thrive data has helped us to better understand our peoples' collective well-being, and **our Thrive team has helped us come up with innovative and tailored ways to meet knowledge and frontline worker needs.** By starting the well-being journey with our leadership teams, Thrive is helping us to create cultural permission that empowers our people to create life-work alignment."



Kacy Fleming
HEAD, GLOBAL WELL-BEING

Onward. Upward. Inward.

