

# 2023 Leadership Summits

## Nashville, TN

Creating the Distinctive Approach to Wellbeing  
Wednesday, June 29 | 1:30 - 2:15 PM



**Jenny Goins**  
*Kentuckiana Health Collaborative*



**Rosa Novo**  
*Miami-Dade County Public Schools*



**Paula Hubbard**  
*McLane Company, Inc.*



**Russell Dubose**  
*Phifer*

**#NASummits**

# Creating a Distinctive Approach to Wellbeing

## CULTURE TRANSFORMATION BY CULTIVATING TRUST

- Define and understand your culture.
- Understanding the transformation process that works for your organization.
- Involve Leadership.
- Develop a trusting relationship at all levels.
- Focus on the importance of caring.
- Support Flexibility.

# Creating a Distinctive Approach to Wellbeing

## CONNECTING WITH YOUR WORKFORCE

- Understanding your workforce challenges.
- Support work environment changes.
- Personalized your approach meeting employee's needs.
- Make meaningful decisions keeping employee's values, principals front and center of the strategy, conversation.

# Creating a Distinctive Approach to Wellbeing

## CARE DELIVERY

- Remove financial barriers.
- Developed Personalized Chronic Management Program.
- Focus on Financial Wellbeing.
- Pandemic Stigma.
- Addressing Mental Health Needs, Access, and Stigma.

# Wellbeing at McLane

**Wellbeing Defined:** The Health and welfare of the whole person (teammates) and their families.

## What does that mean at McLane:

- We want to meet our teammates where they are and make multiple resources available to them and their families.
- We want teammates to feel safe, appreciated, and part of our team.
- We understand our demographics and tailor our options to meet the specific needs
- We want teammates to understand the resources that are available to them and their families
- We review teammate feedback on a regular basis and use that information as part of our decision-making process.

**McLane Company, Inc.** is one of the largest supply chain services leaders in the United States, providing solutions for convenience stores, mass merchants, drug stores and chain restaurants.

McLane operates in over 80 locations and has one of the nation's largest private fleets. The company buys, sells, and delivers more than 50,000 consumer products to 110,000 locations across the U.S. McLane is a wholly owned unit of Berkshire Hathaway Inc (NYSE: BRK) and employs over 25,000 teammates.

## Wellbeing at McLane cont.

Wellbeing goes beyond healthcare, it includes all aspects of our teammate's lives including work-life balance, family care, career wellbeing, financial wellbeing and especially mental health wellbeing.

We try to meet these needs this through:

- Looking for vendors that can be strategic partners for a diverse population spanning the US.
- Exploring best practices that match what our teammates are telling us they need.
- Being willing to take strategic risks and try things not knowing whether they will succeed or fail.
- Some of the things we are focused on:
  - Financial wellness options
  - Alternative healthcare options (expl. pet insurance)
  - Mental health awareness push to teammates/families, and leadership training
  - Flexible work options
  - Different work practices/processes to relieve stress and pressure on teammates
  - Leave/time-off options

# 2023 Leadership Summits

## Nashville, TN

Creating the Distinctive Approach to Wellbeing  
Wednesday, June 29 | 1:30 - 2:15 PM



**Jenny Goins**  
*Kentuckiana Health Collaborative*



**Rosa Novo**  
*Miami-Dade County Public Schools*



**Paula Hubbard**  
*McLane Company, Inc.*



**Russell Dubose**  
*Phifer*

**#NASummits**