



# GSDC Executive Roundtable Discussion

## Managing Mental Health in the Workplace

- Several companies employ mental health navigators, so when employees call, the navigators can help them access same-day and short-notice appointments.
- Navigators, or anyone who wants to offer help, can make phone calls on the troubled employee's behalf, because sometimes it takes three, five or more calls to get to the proper resource. And if the troubled employee is the one making those calls, they can get dejected or overwhelmed at the very worst time.
- Intranet sites are good, especially because since the stigma is still there. Employees are often reluctant to talk directly with supervisors.
- One company has a "team health week" where they instruct employees to go to certain sites to learn. The Friday of that week is then a paid day off to further enhance staff mental health.
- A company, with staff spread around the U.S., does social media campaigns to inform employees how to access Employee Assistance Programs.
- Companies are encouraged to promote the 988 National Suicide and Crisis Lifeline. Calls gets routed to someone in a local crisis agency (phone number may be national, the care is local).

Simply having resources for employees isn't enough; **a company also needs to effectively market those resources**, so people immediately know how to get assistance if they need it.



### **Roundtable Participants:**

BCI Construction -Kassy Points (HR & Company Generalist)  
Benton County- Robert Cornelius (Human Services Director)  
BerganKDV- Amy Hanfler (Marketing Manager)  
BerganKDV- Paul Radeke (M&A Shareholder)  
Blattner Company- Todd Lorentz (Sr. Benefit Analyst)  
Bradbury Stamm- John Waletzko (President)  
Coborn's Inc- Deanna Anderson (HRBP Manager)  
Dayta- Emily Grafin (Office Administrator)  
DeZurik- Tim Nebosis (EVP Municipal)  
Granite Partners- Sara Wegmann (HR Director)  
Granite Partners- Tracy Schulte (Technology Director)  
Grede- Mary Knudsen (HR Manager)  
Microbiologics- Kristen Knox (President & CEO)  
Microbiologics- Kaye Krause (Human Resource Assistant)  
Microbiologics- Mardi Noyes (VP of Human Resources)  
Microbiologics- Crystal Rowland (Human Resource Business Partner)  
Microbiologics- Sandie Westergren (Human Resource Business Partner)  
Park Industries- Lynn Seagraves (HR Generalist)  
PCI- Meghan Swendra (HR Business Partner)  
Project Optimist- Nora Hertel (Founder)  
Rice Companies- Tonya Inselman (Director of Human Resources)  
Simonson Lumber- Michelle Sininger (HR Manager)



**Executive Roundtable Discussion Facilitator:** Jen Holper (Health Partners)

**Presenters:** Steven Loos & Jessica Brandon (Central MN Mental Health Center), Lisa Bershok (CentraCare)

**GSDC:** Patti Gartland, Gail Cruikshank, Leslie Dingmann, Steve Greenfield (Greenfield Communications)

**Facility Host:** Microbiologics