

KOHLER CO. CASE STUDY



AWWS Training & Consulting
Mental Wellbeing For Today's Workforce

CLIENT PROFILE

KOHLER Co. is a global leader in plumbing product manufacturing and hospitality destinations.

OF EMPLOYEES

37,000+

INDUSTRY

Manufacturing,
Hospitality

CHALLENGE

Kohler Co. desired to be recognized as an inclusive, psychologically healthy destination employer, to attract and retain top talent.

To increase work-site health and safety standards, Kohler Co. needed to include mental health safety into their company trainings, policies, and procedures.

SOLUTION

AWWS facilitated a Gap & Opportunity Assessment via focus groups at various Kohler Co. locations. Based on the needs and gaps identified, AWWS developed comprehensive mental health and safety crisis response protocols for every Kohler Co. location.

Live and digital trainings were provided for all leaders to continue to raise awareness and knowledge of best practice strategies to support associate mental wellbeing and reduce the risk of crisis.

RESULTS

KOHLER Co. Leaders increased their:

- **Confidence level of knowing how to safely intervene** during an associate suicidal crisis by **77.1%** with an average individual increase of **124.9%***

- **Awareness level of communication strategies** to support associates' mental wellbeing & reduce stigma by **77.3%** with an average individual increase of **136.2%***

- **Knowledge of leadership strategies** to support associates' mental wellbeing & resilience by **68.6%** with an average individual increase of **110.5%***

**Source: Impact results were calculated through confidential pre & post training assessments distributed & collected by Kohler Co., independent of AWWS.*



AWWS is a true partner. Mettie made a point to speak with our people leaders directly to understand the specific questions and barriers they face when dealing with mental health issues in the workplace. **AWWS tailored their services to ensure they are addressing the specific needs of our population.** We are very pleased with the feedback and results we've experienced to date.



JULIE LYONS
Wellness Manager, Kohler Co.

KOHLER CO. HIGHLIGHTS

800%

was the highest increase achieved in **awareness, knowledge, and confidence** among leaders*

100%

of leaders reported AWWS provided **actionable takeaways** they can apply to their daily leadership role*

To view more client results, visit:
www.StigmaFreeWorkplace.com



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