



# **WorkWell Leaders Awards 2025 - Awards Briefing**

Jan 2025

# Event Overview




Recognised as the national standard for workplace and leadership wellbeing, the WorkWell Leaders Awards & Gala honours organisations and leaders who drive business performance through fostering environments that prioritise the holistic wellbeing of their employees.

This prestigious event celebrates those who have made wellbeing a priority in their business strategy, CEOs and leaders who role model psychologically safe and inclusive environments, workplace wellbeing innovation and programmes that cultivate thriving and healthy cultures.

# Our Guest Judges


The judging panel consists of experts in the field from both local and international backgrounds.

A portrait of Anthea Ong, a woman with dark hair, wearing a black top and a pearl necklace.

**Anthea Ong**  
WorkWell Leaders  
Judging Chair

A portrait of Professor David Chan, a man in a dark suit and glasses.

**Professor David Chan**  
Singapore Management  
University  
Lee Kong Chian Professor of  
Psychology  
Director of the Behavioural  
Sciences Initiative

A portrait of Assistant Professor Reuben Ng, a man in a dark suit, standing in front of a green wall.

**Assistant Professor  
Reuben Ng**  
Lee Kuan Yew School of  
Public Policy  
Assistant Professor, Ph.D.  
(Public Health), Yale  
University

A portrait of Professor Niki Ellis, a woman with brown hair wearing a red and white patterned top.

**Professor Niki Ellis**  
Occupation and Public Health  
Physician

A portrait of Professor Dame Carol Black, an older woman with short brown hair and glasses, wearing a dark top.

**Professor Dame Carol  
Black**  
President of the Royal College  
of Physicians of London and  
Chair of the Academy of  
Medical Royal Colleges,

# The Award Categories

The awards are open to all Singapore-based organisations. What sets these awards apart is recognise not only organisation-wide programmes across different wellbeing areas from culture to ESG commitment and innovation, but also leaders who set the tone and culture of their organisations by Being Well to Lead Well.

## Award Nominations

Nominations are now open for the national WorkWell Leaders Awards 2025, with a submission deadline set for **21 Feb 25**.

BE WELL AWARDS	
<b>Wellbeing CEO Award</b>	Awarded to the CEO (or equivalent) who has championed employee wellbeing and made the biggest impact on their organisation by using their own wellbeing journey to enhance understanding and acceptance and diminish stigma of mental wellbeing.
<b>CEO's Wellbeing Partner Award</b>	Awarded to the senior partner of the CEO (or equivalent) who has shown the strongest commitment to the mental health and wellbeing of employees throughout the organisation by developing and implementing programmes.
LEAD WELL AWARDS	
<b>Corporate Culture Award</b>	This award recognises the unique character and personality of an organisation which enhances the work environment from a set of shared beliefs that allows employees to be well and thrive by living the organisational values every day.
<b>Wellbeing Innovation Award</b>	This award recognises an organisation that has developed a unique idea, strategy or programme to address wellbeing and mental health challenges for employees.
<b>Organisational Wellbeing Strategy Award</b>	This award recognises an organisation that positions employee wellbeing as a corporate strategic opportunity to drive ESG-led business growth that empowers employees to thrive.
<b>WELLBEING ORGNISATION OF THE YEAR AWARD</b>	This award recognises the organisation that has done the most to Be Well and Lead Well to drive change and create a thriving workplace for employees. The award winner is chosen by the judges from shortlisted organisations of the other category submissions. There is no submission requirement.





## Download nomination forms

<https://www.workwellleaders.org/events/awards/wwl-gala-awards-2025/>

### Follow us on social media

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For any questions on the Awards, drop us an email at [hello@workwellleaders.org](mailto:hello@workwellleaders.org)

# Frequently Asked Questions

## BE WELL: Wellbeing CEO Award

### 1. Example proof points of such a CEO:

- Lives and leads with the values of 4Cs (Courage, Compassion, Commitment and Clarity)
- Courage:
  - Shares about their own wellbeing journey (challenges, help-seeking, wellbeing practices) through organisation channels (e.g town halls, email etc)
  - Acknowledges openly organisational challenges and improvements to be made
  - Illustrates how employee wellbeing is integrated into business sustainability strategy with stakeholders (Board, leadership teams, employees, partners etc)
- Compassion:
  - Demonstrates empathy and dedicates time to support wellbeing of people within their organisation (e.g “ask me anything”, skip-level check-ins, personal notes to employees in distress etc)
  - Holds leadership teams accountable to reinforcing employee wellbeing as a priority
  - Supports middle managers in building healthy teams
- Commitment:
  - Commits to a personal wellbeing plan and regularly reviews it to enhance their own wellbeing
  - Role-models mentally-healthy behaviours
  - Commits to sustaining employee wellbeing as a priority even in times of transformation, crisis management and macro-uncertainties
  - Invests in employee wellbeing (e.g wellbeing roles/departments, % of revenue, external training for employees)
- Clarity:
  - Communicates clearly and regularly to the organisation about wellbeing as a priority for the business
  - Defines clear, time-bounded measurable goals with wellbeing indicators being given equal importance to other key performance metrics.
  - Champions workplace wellbeing beyond their organisation to the wider community (trade bodies, conferences, social media posts etc)

# Frequently Asked Questions

## **BE WELL: Wellbeing CEO Award**

2. How have the steps taken by the CEO impacted wellbeing objectives of the organisation and the acceptance of mental health, such as:
  - Increased discussion on wellbeing/mental health within the organisation amongst employees
  - Leadership effectiveness indicators
  - Uptake of/participation in wellbeing programmes (e.g. EAP counselling, peer support, mental health training)
  - Employee engagement, diversity and inclusion indicators and retention data
  - Improved team culture and psychological safety climate indicators
  - Increased innovation and productivity
  - Increased revenue and growth



# Frequently Asked Questions

## BE WELL: CEO's Wellbeing Partner Award

### 1. Example proof points of such a Wellbeing Partner:

- Leads and behaves with the values of the 4Cs (Courage, Compassion, Courage, Commitment and Clarity)
- Incorporates mental health and wellbeing into their everyday role
- Develops and drives an organisation-wide framework for mental health and wellbeing across the organisation
- Goes beyond overseeing the basics of employee wellbeing (EAP, training etc) to support those in need to embed employee wellbeing into the overall culture of the organisation year-round
- Leads the implementation, tracking and evaluation of wellbeing strategies and programmes across the organisation
- Establishes, in consultation with the CEO, key employee wellbeing metrics and addresses any areas for improvement, informed by data
- Advocates mental wellbeing as a strategic priority consistently to the CEO Champions mental wellbeing as a business growth strategy across leadership teams
- Partners and consultants with business groups in creating their mental wellbeing policies and action plans
- Supports middle managers in creating healthy teams
- Ensures continuous feedback on effectiveness of programmes and business outcomes to CEO and leadership teams
- Assesses readiness and prepares for compliance to the Workplace Fairness Legislation on anti-discrimination policies
- Works with external service providers to support employee wellbeing
- Establishes proactive and inclusive channels – formal and informal (e.g. mental health first aiders) for listening to employees



# Frequently Asked Questions

## **BE WELL: CEO's Wellbeing Partner Award**

2. How have the steps taken by the CEO's Wellbeing Partner impacted behaviours and outcomes, such as:
- Demonstrated committed support by business groups and leaders
  - Wellbeing metrics, employee experience data, diversity and inclusion indicators and retention
  - Talent attraction and development
  - Middle management wellbeing and satisfaction levels
  - Team morale indicators
  - Programme participation rates
  - Leaders' and employee health indicators (sick days, medical claims, etc)



# Frequently Asked Questions

## LEAD WELL: Corporate Culture Award

1. Summary of preventive and remedial activities and programmes that are available to all employees focused on the wellbeing and mental health of individuals and teams, such as:

- Aligning organisational values and purpose to wellbeing
- Strategic importance given to work, worker and workplace in creating a healthy culture
- CEO and leadership teams prioritise communicating regularly about employee wellbeing and reinforce communications with actions and behaviours that role model a culture of wellbeing
- Sincere and concerted efforts in regular listening surveys/focus groups and acting on data collected
- Goes beyond overseeing the basics of employee wellbeing (EAP, training etc) to support those in need to embed employee wellbeing into the overall culture of the organisation year-round
- Mental health awareness training and coaching and empathy skills training provided to managers and above
- Team wellbeing and employee satisfaction as performance metrics for managers and leaders
- Mental health first aid or peer support networks established and in practice to reach all teams in the organisation
- Workforce transformation initiatives e.g job re-design, workload sustainability, team structures, mobility and re-skilling programmes for employees
- Adaptable and flexible approach to work-life harmony for employees
- Adequately-funded initiatives that reduce or erase tolerance of toxic behaviours (e.g whistleblowing, grievance handling etc)
- Empowers managers to innovate on wellbeing initiatives for their teams
- Clear mental health policies and protocols on mental health leave, return-to-work, suicide prevention, etc.
- Mental wellbeing incorporated as an outcome of DEI initiatives to create a sense of belonging
- Encourages and supports employee-led wellbeing and community initiatives
- Extends wellbeing initiatives to employees' families and wider community, such as partners and/or suppliers
- Conducts culture assessments

# Frequently Asked Questions

## LEAD WELL: Corporate Culture Award

2. What were the outcomes of healthy workplace culture-building efforts, such as:
  - Leaders' and employee health indicators \*(sick days, medical claims, etc)
  - Participation rates in programmes
  - Employee engagement, diversity and inclusion indicators, retention, and wellbeing metrics
  - Employee referral metrics
  - Quality of talent/employer of choice recognition through awards and media
  - Employee-led initiatives and outcomes



# Frequently Asked Questions

## **LEAD WELL: *Wellbeing Innovation Award***

### 1. Summary of unique and innovative programme and its implementation, such as:

- Defines a clear problem/opportunity
- How and why was the programme developed
- How was it communicated
- How was it implemented across the organisation
- How was the programme integrated into the broader ongoing wellbeing strategy
- How did the CEO and leadership demonstrate commitment to the programme
- Why it is innovative?
- Pilot/full scale rollout - organisation-wide, potentially beyond Singapore etc.
- Investment levels
- Employee co-creation
- External involvement with partners and/or suppliers

### 2. What was the impact of the programme, such as:

- Participation rates
- How did it change behaviours?
- What were the qualitative and quantitative outcomes of the programme in addressing the specific challenge identified?
- Timeframe for running the programme



# Frequently Asked Questions

## LEAD WELL: Organisational Wellbeing Strategy Award

1. Summary of how wellbeing has been integrated into core business and ESG strategy and metrics of the organisation, such as:

- Employee wellbeing is visibly integrated into business sustainability and ESG strategy and organisational values
- Employee wellbeing goals are regularly measured and communicated throughout the year to all teams with time-bound action plans to address issues
- Employee wellbeing and diversity goals are included in ESG reporting and annual reports
- Worker health is monitored as a business risk for governance purposes anti-discrimination policies are in place to comply with Workplace Fairness Legislation
- The employee performance management and assessment framework for all managers and leaders includes key employee wellbeing and diversity goals and are given equal importance to other key performance metrics
- Employee wellbeing is an integral part of commitments expected from partners/suppliers
- Employee wellbeing and mental health investment are identified as a budget line item

2. What were the outcomes of integrating wellbeing and mental health into business ESG strategy, such as:

- Business sustainability/organisational growth metrics
- Innovation and productivity outcomes
- Board endorsement
- Investor analysis and recognition
- Wellbeing, diversity and employee engagement metrics at all levels
- Employee retention
- Employee wellbeing budget allocation as a percentage of revenue



# Frequently Asked Questions

## Eligibility

- Submissions are only valid for Singapore-based organisations and must refer to initiatives and programmes that have been primarily executed in Singapore, although may have been applied to other markets.
- The awards are not open to wellbeing and mental health practitioners unless the award submission specifically relates to work they do internally to support the mental health and wellbeing of their own organisation's employees.
- Only programmes or initiatives that have been fully or partially launched within the last 24 months up to 31 December, 2024, will be eligible.



# Frequently Asked Questions

## **How many submissions can be made for the same award category?**

There is no limit to the number of nominations from each organisation.

## **Can I nominate myself for the Be Well award?**

Yes, you can nominate yourself and you can nominate others too.

## **Can I include confidential information?**

If you wish to include confidential information in the form, kindly highlight it as "confidential" in your submission.



# Frequently Asked Questions

## What are the selection and judging criteria for each award?

- There are five separate categories of Awards that organisations may enter.
- There is also an overall winner for Wellbeing Organisation of the Year Award.
- Each entry is assessed based on two questions in the nomination form. A maximum of 25 points can be awarded for each answer.
- Judges will shortlist and select winners for the five categories and recommend three organisations for the Best Wellbeing Organisation award. This award will be decided by an independent panel, including the Judging Chair.
- The criteria for each category are intended as guidelines to help judges assess the value and impact of each entry. While these considerations are not exhaustive, they should inform the judging process. Not every entry needs to meet all criteria.





# Frequently Asked Questions

## What documents or evidence need to be included in the submission?

Submissions typically require a completed nomination form, a detailed description of the initiative or individual achievements, and supporting evidence such as reports, testimonials, or case studies.

## What takes place when an award nomination is submitted?

Once submitted, you will receive an awards entry acknowledgement email. In the meantime, we will:

- Review all submissions against the set criteria and ensure you have followed the submission rules.
- Send all eligible submissions to the judging panel for scoring.
- Let you know if you have been shortlisted on or around 10/11 April 2025.
- Announce the winners at the WWL Awards and Gala on 24 April 2025.
- We will not inform you beforehand if you have won an award.



# Frequently Asked Questions

## **What happens if a submission is incomplete or submitted after the deadline?**

Incomplete submissions or entries submitted after the deadline will not be considered.

## **Can changes be made to a submission after it is submitted?**

Changes can be made before the submission deadline. After the deadline, no modifications are sent to the judges.

## **Can previous winners or nominees apply again?**

Yes, previous winners and nominees are welcome to apply, provided they meet the criteria for the current awards.

## **Is the purchase of a table at the gala dinner a prerequisite for award entry?**

No, you do not need to purchase a table or individual tickets to be eligible for an award. With that said, we would love to see you there in recognition of your teams' hard work.

## **Are submitters or nominees required to attend the gala dinner?**

Attendance is not mandatory but is highly encouraged to celebrate the achievements of all nominees and winners.

**Any other questions?**

