

Winner// BEN IDLE – DEUTSCHE BANK

This category recognises C-suite employees, Senior Executives and Directors who have truly led from the top to tackle stigma around mental wellbeing

With 30 years' experience working for financial services around the world behind him, Ben is now the COO for Corporate Banking, Investment Bank Operations and Controls Division at Deutsche Bank. Ben's passion for mental health advocacy is informed by mental health challenges that arose following the breakdown of his marriage, and made him determined everyone should have access to mental health care. A passionate believer in being able to bring your whole self to work, Ben has served on various Corporate Social Responsibility Committees and worked with many external charities.

Ben has numerous responsibilities in his role, which he combines with an outstanding and unwavering commitment to improving employee mental wellbeing. What makes Ben stand out is his personal and engaging approach. In an industry where mental health is still seen as a taboo topic, Ben isn't afraid to share his own journey following the break own of his marriage and subsequent counselling, and struggles faced during the pandemic. By opening up and

providing personal insight he shows that mental health issues can impact anyone at any time, including senior leadership, and that there is no shame in seeking support – particularly for men, for whom there is still stigma around showing such vulnerability. Ben regularly shares such personal insights on mental wellbeing through town halls, blog posts and podcasts.

Achievements

Having volunteered as one of Deutsche Bank's first Mental Health First Aiders (MHFAs) to be trained in 2019, Ben has continued to sponsor the programme and overseen its growth to over 500 MHFAs certified globally, with a passion to embed a culture where employees feel safe, and supported in seeking help when they're struggling. Ben has taken the time to hold dedicated sessions to support MHFAs in performing their role in response to particular times of difficulty – such as the pandemic and the ongoing conflict in the Middle East.

In addition to his MHFA sponsor role, Ben is also one of the bank's network of global divisional ExCo Wellbeing



Ben used his own past mental health challenges as a springboard to drive change

Champions who embed the Global Wellbeing Strategy and act as “the face” for wellbeing in their divisions. As part of this, he participated in the recent “Power of Thoughtfulness” video, explaining how taking the time to connect with others and listen without judgement truly helps colleagues feel valued and heard. He also supported employees sharing their mental health journeys in the “This Is Me” video for World Mental Health Day.

Banging the drum

Ben actively participates in events and campaigns throughout the year, including October's World Mental Health Week, regional mental health campaigns, and events in support of international days of recognition such

as World Menopause Day, International Men's Day and many more. Within his division, Ben also sponsors the CB IB Operations and Controls Wellbeing Community of Practice – driving a safe and supportive culture where colleagues are supported to perform at their best and thrive in their careers.

Ben is a testament to Deutsche Bank's commitment to supporting employee mental wellbeing. As a senior leader, his passion and drive in championing mental wellbeing serves as inspiration to all staff on how they can better prioritise their wellbeing and support those around them. ■

Judges' comments

- + A role model of integrity and congruence between words and action, truly leveraged his personal experiences to positively impact others in an industry in which masking is rife.
- + Walks the walk.
- + Through the testimonies and video clip, I can really feel the genuine and inspirational style of Ben's leadership in this area. I love the simple but powerful messages from the “Power of thoughtfulness” video.

HIGHLY COMMENDED

→ Jillian Moore, Avanade

SHORTLISTED

→ Lyndsey Laverack, Sidley Austin LLP

→ Jeremy Connick, Clifford Chance