



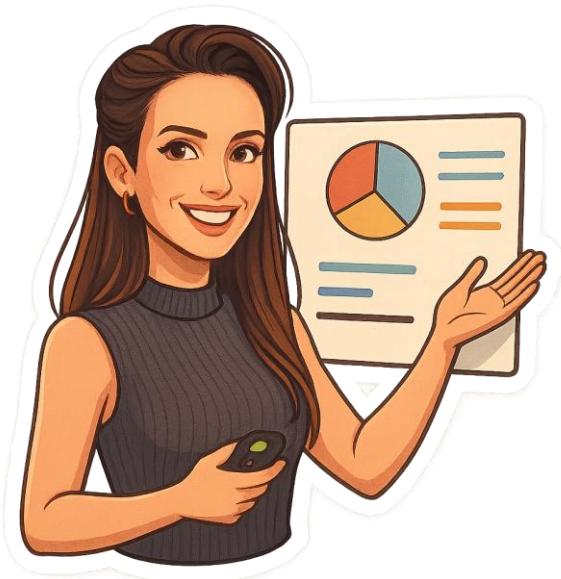
BELONGING IN REAL TIME: THE NEW ERA OF ADAPTIVE WELLBEING

Moran Deutchman

Employee Wellbeing & Community Relations Manager

Marvell Israel

Professional Profile – Moran Deutchman



Employee Wellbeing, Community Relations & Employee Experience Manager

Leads wellbeing and employee experience across 5 sites In Israel and Europe

Specializes in resilience-building during crisis

Drives mental health programs, volunteering, and EMEA collaboration

Known for data-driven, human-centered engagement

The New Reality: 2020 → 2025

Global instability: pandemic, wars, economic shifts

Hybrid work → blurred boundaries, isolation VS “back to Normal”

70% report decline in workplace belonging (Gallup 2025)

Need for stability, flexibility, and human connection



Why Belonging Matters

+56%
performance,
-50%
turnover, 4x
engagement

Belonging =
Stability +
Connection +
Recognition

Critical post-
crisis
emotional
anchor



Adaptive Wellbeing Principles

Shift from static to dynamic wellbeing

Continuous listening to employees

Integrating micro-moments into routines

True employee partnership



Post-War Employee Challenges in Israel

Emotional
overload and
anxiety

Disconnected
families,
reservists

Manager
burnout at
peak

Office return
as stability
anchor

Marvell's Adaptive Approach

Real-time listening

Mental health programs (e.g., Lyra)

Family events

Community volunteering

Daily presence in office



5 Pillars of Adaptive Wellbeing



MENTAL
WELLBEING



SOCIAL
BELONGING



PHYSICAL
HEALTH



PERSONAL
GROWTH



COMMUNITY
AND MEANING

Practical Tools for Organizations

Short surveys

Manager training

Crisis kits

Adaptive benefits

Community programs

ROI and Outcomes

7–11% productivity increase

40% burnout reduction

50% drop in attrition intent

Stronger employer brand and retention



Closing Message

Belonging is a human foundation

Adaptive wellbeing meets employees where they are

Strong organizations grow through community

The future is personal, real-time, and human

