



**Maria Dee, M.B.A.**

**Executive Director, Workforce Well-Being  
Kaiser Permanente  
San Diego, California**

Maria is a well-being strategist with over 20 years of industry experience providing influential leadership, strategic direction, innovative program design, and effective implementation to organizations. She serves as an industry thought leader to inspire collaborations and partnerships across all sectors. In her position, she encourages the sharing of innovative practices and the latest research to help solve some of the biggest challenges organizations face in achieving improved health and well-being of a workforce. Maria has delivered several presentations on various topics—including well-being, mental health, and health equity—as a keynote, panelist, or expert speaker. Devoted to helping build new leaders, Maria serves or volunteers in roles to support employee development as a guest lecturer, leadership mentor, coach, and sponsor. Maria is responsible for Kaiser Permanente's (KP) enterprise-wide well-being program with the goal of having the most resilient and thriving workforce in health care. She is responsible for developing strategies and implementing mental health and well-being programs for KP. Maria's breadth of experience includes wellness policy development; negotiating incentives, programs, and benefits related to safety, health, and wellness; and leading efforts to improve a culture of health and well-being that enables the workforce to thrive. Maria has also helped the organization receive several national recognitions as a leader in workforce health and well-being. Maria has over 22 years of industry experience, including the last 15 years in the health care sector.