Showing care and concern

THIS WEEK’S TOPIC: How may employers best support their staff’s mental well-being, especially in a crisis?

Terry Smagh  
SVP and GM, Asia Pacific & Japan  
BlackLine

Covid-19 has impacted everyone differently and each person’s challenges are unique. While there is no universal approach to addressing these struggles, a holistic pool of internal and external resources should be made available where possible.

Looking internally, we’ve used this as an opportunity to see how we can bring employees closer and tap on each other as sources of strength. An example of this is the BlackLine Community Help Network, where employees can volunteer to help fellow colleagues.
To complement such internal initiatives, external resources, such as telehealth and counselling services can also be provided where deeper expertise is needed. Empowering employees with the resources to tailor a support system that best meets their individual needs goes a long way in fostering mental and emotional well-being.