

A Roundtable Conversation for HR Leaders About How to Address Anxiety on the Road to Reopening

hosted by
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6/12/20

“Companies grappling with how to summon staff back to work during a global pandemic must bear in mind that the race to forge a new normal in the workforce is likely to tax everyone’s mental health.”

– “Bloomberg Law,” May 15, 2020

AGENDA

1. Welcome
2. Zoom logistics and ground rules for participation
3. 5-minute centering by Meditation4Leadership
4. HR's role on the Road to Reopening
5. Issues and Trends
6. Questions & Solutions by participants
7. Discussion
8. Next Steps
9. Closing: Centering by Meditation4Leadership

WELCOME

ROSEN

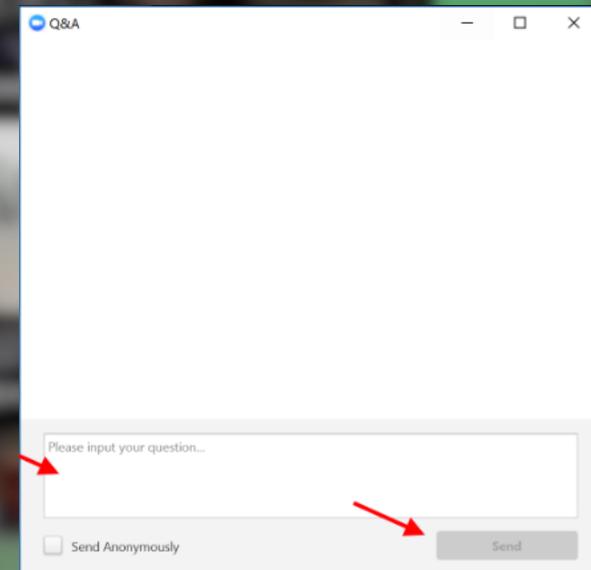


Your Key for Premier HR Staffing

Contract • Contract to Perm • Permanent Placement • Coaching

LOGISTICS

- Attendees will be muted
- Raise your hand to be recognized
- Host will unmute you
- Submit questions using the chat box to the Host



Addressing Your Anxiety before Addressing Theirs



Technological Change



Pause.
Focus on breath.
Listen.

BLACK LIVES MATTER



HR's ROLE

- We continue to lead in this unique once in a lifetime opportunity
- Beyond the policies: planning for the organization's physical and mental well-being
- We can step up or shrink back
- Identify your gifts and share them

WORK-RELATED STRESS FACTORS

- Concern about the risk of being exposed to the virus at work
- Taking care of personal and family needs while working – especially as we move into summer with no school, no camp, no activities for children
- Managing a different workload and new policies and processes
- Feelings that you are not contributing enough to work or guilt about not being on the frontline if you continue to work from home
- Uncertainty about the future of your workplace and/or employment
- Learning new communication tools and dealing with technical difficulties

CREATING A STRESS-FREE ENVIRONMENT

- Temperature screening upon arrival to office
- Face coverings except when in personal workspace
- Minimize face to face meetings- encourage the use of virtual meetings
- Social distancing in open common areas- lunch rooms, training rooms, conference rooms
- Staggered start times
- Use stairs not elevators
- Keep desk clear of paper and personal items
- Tested positive or have symptoms of COVID-19- must have clearance by your doctor before returning to the office
- No work events or social gatherings

3 THINGS TO EASE CONCERN ABOUT RETURNING TO WORK

Leadership

- Those at the highest level of organizations should reassure people that the organization is doing all it can to keep employees safe, enumerating specific steps that are being taken.
- Also, normalize what people are experiencing in high levels of stress, anxiety, and uncertainty and the toll it is taking on people, including those at the leadership level. Make mental health visible by talking openly about conditions like anxiety, depression, and substance use. It shows that leaders care about employees' mental health and well-being.

STRATEGIC

3 THINGS TO EASE CONCERN ABOUT RETURNING TO WORK

Communication

- People are afraid and need continuous reassurance. So keep a steady stream of information flowing both from management to employees and from employees to management.
- Consider creating employee resource groups around mental health and well-being so that employees have a forum to share their experiences and strategies for staying mentally well.

3 THINGS TO EASE CONCERN ABOUT RETURNING TO WORK

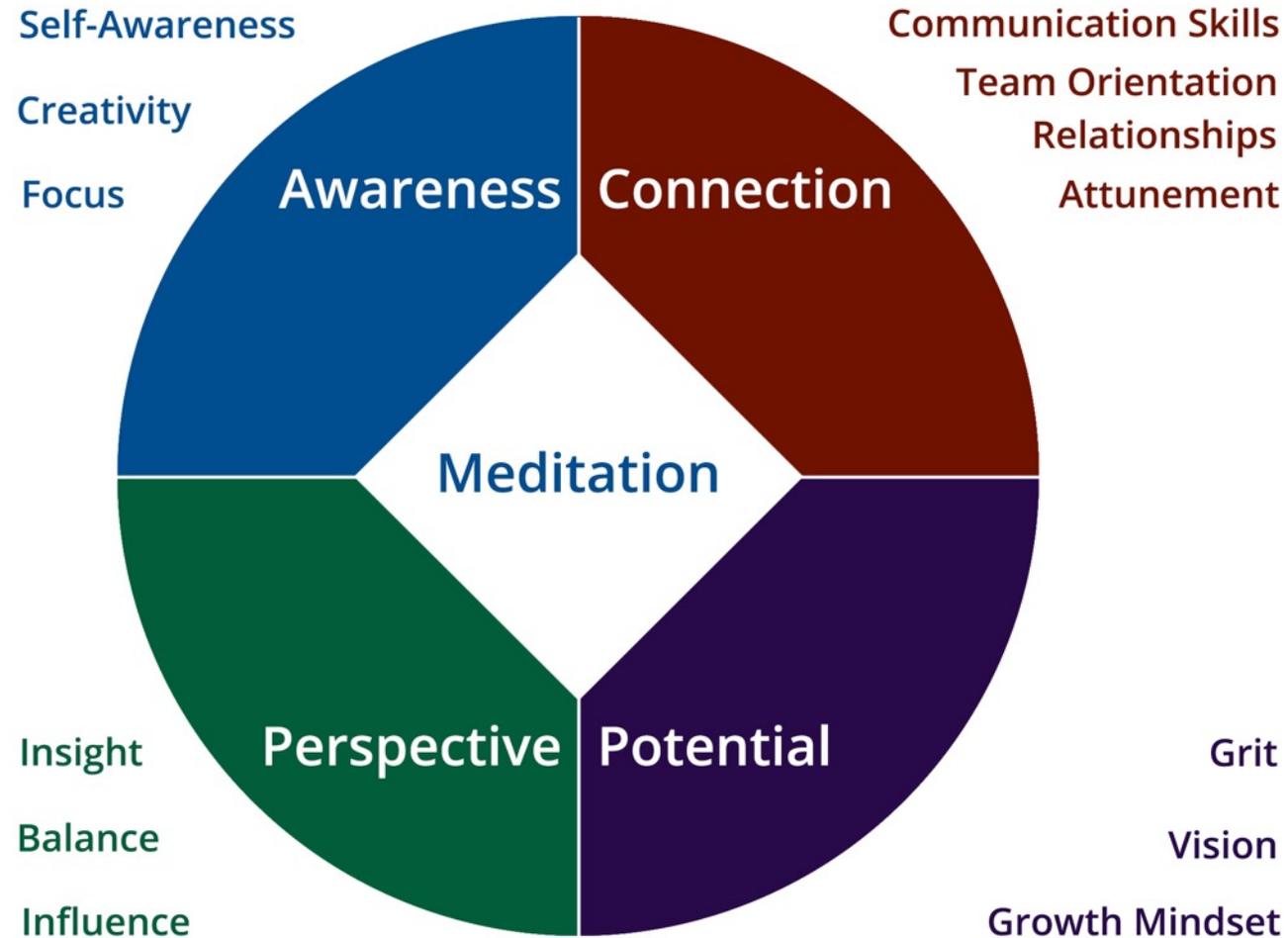
Support

- HR should be working with their Employee Assistance Program (EAP) vendors on innovative ways to reach employees to reinforce the importance of knowing the early warning signs of conditions that are on the rise right now—like depression, anxiety, substance use disorders, and trauma.
- Organizations should take a critical look at mental health services and support offered to employees. This is the time to share warning signs for common mental health conditions with employees and reinforce the importance of getting help early.
- Organizations should track their data and, given the pandemic, see an uptick in EAP use and health claims for mental health and substance use care. If that is not happening, employers should work with their EAP and health plans to develop strategies to reach employees experiencing these conditions. Also, HR should continue to remind employees about the EAP and health benefits.

QUESTIONS, SOLUTIONS & DISCUSSION

Meditation4Leadership Model

13 Leadership Traits Within 4 Pillars Enhanced By Meditation



Stress Management
VIRTUAL FORUM

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NEXT STEPS

THANK YOU!

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