



## Leadership in Lockdown - Supporting Employee Mental Health

We were lucky enough to have access to Peter Cheese, CEO of the CIPD this week to talk about how HR leaders can support themselves and the organization now and as we return to work. Here are just a few simple takeaways from the 30 min conversation:

**Look after yourself.** Most importantly, lead by example and practice self care. These are extremely challenging times for HR Leaders.

**Be Regular, Open and Honest** in your communications with your organisation and employees.

**Be Transparent** and share with your employees what the organisation is doing to adapt to changing challenges.

**Support and Train line managers** so that can have the right conversations with their team. After all, they will be the first to spot the signs in productivity for example.

**Manage the Uncertainty.** Help your employees to understand and manage what they *can* control such as having a routine in place.

**Be Consistent and Frequent** in messaging and communications around Mental Health support already in place.

**Encourage Employees** to support each other and take time to demonstrate kindness and ask "How are you doing?" on a regular basis.