

RE - DEFINING
HR & BEYOND

A Newsletter By


RethinkHR

India's Most Widely Read HR Newsletter



Welcome to the 4th edition of the RethinkHR newsletter!

At RethinkHR, our mission is to empower HR professionals and leaders with the insights, tools, and strategies needed to excel in the ever-evolving world of human resources. We are committed to building a vibrant community where HR leaders can share knowledge, exchange ideas, and drive meaningful change within their organizations.

Every month, we bring you the latest insights, news, and exciting updates from the HR industry. Our newsletter is your gateway to understanding emerging trends, exploring innovative practices, and staying ahead in the HR field. From thought-provoking articles to in-depth interviews with industry experts, each edition is designed to provide you with actionable takeaways that can transform your HR strategies.

This month, we're focusing on a critical topic that has gained immense relevance in today's workplace—**EMPLOYEE MENTAL HEALTH AND WELLBEING**. As organizations continue to navigate the complexities of a post-pandemic world, the need to prioritize mental health has become more urgent than ever.



The COVID-19 pandemic in 2020 underscored the importance of supporting employees not just physically, but emotionally and mentally as well. In this edition, we delve into strategies for fostering a mentally healthy work environment and share best practices from industry leaders.

Looking ahead, we're thrilled to announce our upcoming RethinkHR Conclave in Hyderabad on 27th, where we will explore the latest themes shaping the HR landscape. This event promises to be a hub of innovation, offering deep dives into the most pressing HR challenges and opportunities. Stay tuned for more details in the coming weeks.

The Importance of Mental Health in the Workplace

According to a recent survey by Deloitte India, 42% of employees reported feeling stressed or anxious at work, with burnout emerging as a significant concern. The pressures of remote work, coupled with the uncertainty of the current climate, have taken a toll on employee wellbeing. However, organizations that prioritize mental health are not only fostering a more supportive work environment but are also witnessing tangible benefits, including increased productivity and reduced turnover.

At RethinkHR, we believe that mental health should be a cornerstone of every organization's culture. By creating an environment where employees feel safe to discuss mental health issues, organizations can break down the stigma and encourage open conversations. This edition of our newsletter aims to provide you with valuable insights, trends, and strategies to enhance employee mental health and wellbeing within your organization.





Industry Trends

Holistic Wellbeing Takes Center Stage:

Organizations are shifting from a narrow focus on physical health to a more comprehensive approach that encompasses mental, emotional, and social wellbeing. This holistic perspective is essential for fostering a healthy workplace culture.

Destigmatizing Mental Health Conversations:

HR leaders are actively working to create open, supportive environments where employees feel comfortable discussing mental health without fear of stigma or judgment. This cultural shift is crucial for promoting employee wellbeing.

Data-Driven Interventions:

Companies are leveraging data and analytics to identify mental health trends, target interventions, and measure the impact of their wellbeing initiatives. This data-driven approach allows organizations to tailor their strategies to meet the specific needs of their workforce.

HR News Roundup

A recent survey conducted by FICCI revealed that 78% of Indian companies have implemented mental health initiatives for their employees, surpassing the global average of 68%. This shift reflects a growing recognition of the importance of mental health in enhancing employee engagement and productivity.

Meditation and mindfulness apps like Calm and Headspace have gained popularity, with many organizations offering free subscriptions to employees as part of their wellbeing programs. This trend highlights the increasing focus on mental wellness in the workplace.

Following the lead of companies like Bumble and LinkedIn, more Indian organizations are offering dedicated mental health days to help employees recharge and de-stress. This initiative is a positive step toward normalizing mental health discussions in the workplace.

In a groundbreaking move, the Indian government has announced plans to introduce mental health coverage as a mandatory component of employee health insurance schemes. This policy shift is expected to drive further adoption of mental health support initiatives across the corporate landscape.

Companies Creating Impactful Changes



■ Tata Steel – Pioneering Mental Health Support

Tata Steel has long been at the forefront of employee mental health support. The company offers a range of initiatives, including:

- 24/7 access to counseling services through a dedicated helpline
- Workshops and training programs on stress management and emotional intelligence
- Peer support groups for employees dealing with specific mental health challenges

As a result of these efforts, Tata Steel has seen a 15% reduction in absenteeism and a 20% increase in employee engagement scores. Their commitment to mental health sets a benchmark for other organizations to follow.



■ Infosys – Prioritizing Manager Training

Infosys recognizes that managers play a crucial role in supporting employee mental health. The company has implemented a comprehensive training program to equip managers with the skills to:

- Identify signs of stress and burnout in their teams
- Have sensitive conversations about mental health
- Connect employees with appropriate resources and support

By empowering managers to be mental health champions, Infosys has created a culture of care and support that has led to a 25% decrease in employee turnover.

■ Godrej – Holistic Wellbeing

Godrej takes a holistic approach to employee wellbeing, offering a range of initiatives that address physical, mental, emotional, and social health. These include:



- On-site yoga and meditation classes
- Counseling services for employees and their families
- Financial wellness workshops to help manage stress and anxiety
- Employee resource groups for LGBTQ+ employees and working parents

By addressing the diverse needs of its workforce, Godrej has seen a 30% improvement in employee satisfaction scores and a 15% increase in productivity.



Events To Watch Out For This Month!

As we gear up for another incredible event, the RethinkHR community is buzzing with excitement. The upcoming RethinkHR Hyderabad, scheduled for September 27th, promises to be a transformative experience for HR professionals and the broader industry. If you've been following our journey, you already know that each RethinkHR event is designed to challenge the status quo, spark innovation, and foster collaboration among the brightest minds in the HR space. This event will be no different and is set to deliver unparalleled value, especially in today's rapidly evolving business landscape.

In a world where change is the only constant, HR professionals are at the forefront of steering organizations through uncharted waters. RethinkHR Hyderabad offers an exceptional opportunity to stay ahead of the curve by providing insights, tools, and strategies that are critical to navigating the future of work. From digital transformation and employee well-being to diversity and inclusion, the event will cover a wide spectrum of topics that are vital for HR professionals who are committed to driving organizational success.

The theme for RethinkHR Hyderabad - **Trust, Tech and Talent**, aligns closely with the pressing issues faced by HR professionals today. As the workplace continues to evolve, so do the challenges associated with managing people, fostering a positive culture, and leveraging technology to enhance productivity. The event will delve into these themes, offering actionable insights and practical solutions that can be implemented immediately. Whether you're looking to better understand how AI can streamline HR processes or how to create an inclusive work environment that fosters innovation, RethinkHR Hyderabad will provide the knowledge and tools you need to succeed.

Who Should Be There?

If you're a CHRO, Head of HR, L&D, Talent, DEI, OD, a CXO, a seasoned HR professional, consultant, or entrepreneur looking to stay ahead of the curve, this event is for you.

Meet Our Esteemed Speakers:

1. **Padma Kiran Rao** – Head, Human Resources Global Research and Delivery Centres, Kantar Global Delivery Centres
2. **Smriti Mathur** – VP, People India & Global Talent Advisory Partner, Pegasystems
3. **Rajita Singh** – Chief People Officer, Kyndryl
4. **Sonia Sahgal** – Asia Lead, Global Talent Acquisition – Corporate Functions, Microsoft Asia
5. **Deshant Kaila** – Managing Director, PepsiCo GBS
6. **Uma Rao Ganduri** – CHRO, Sekhmet Pharmaventures
7. **Rekha Narendra** – Vice President and HR Head India, RealPage, Inc.
8. **Radhakrishna Sai Achyutuni** – CHRO, IHH Healthcare
9. **Gaurav Ahluwalia** – Partner, Deloitte
10. **Pooja Palviya** – CHRO, Tanla Platforms Limited

Why This Event Is a Must-Attend:

The Speed Connect Activity is a highlight you won't want to miss. This exclusive session allows you to engage in one-on-one interactions with TA Heads, recruitment agencies, and academic institutions. It's your chance to make meaningful connections, explore collaborations, and even ink deals on the spot.



This is more than just an event—it's your opportunity to lead the charge in HR innovation. Secure your spot now and be part of a movement that's transforming how we work, lead, and succeed.

Mark your calendars for **September 27th** and get ready to be part of an event that will elevate your HR practices and position you as a leader in your organization.

BLOGS

Empowering Employees Through Talent Development Programs



Imagine working in an environment where each individual is empowered to realize their own potential and feels appreciated and driven. We're going to delve into that realm of employee empowerment and talent development together. Organizations are always looking for ways to bring out the latent talent in their workers in the fast-paced, highly competitive business world of today. And one of their strongest weapons to date are Talent development programs.

These initiatives foster a culture of ongoing learning and development rather than just checking boxes and hitting targets.

They are about investing in the professional and personal growth of each employee and realizing that they are all important components of the whole. Here in this blog, we shall explore the fundamentals of talent development, bringing us one step closer to organizational success.

The Importance of Employee Empowerment

Imagine working in an environment where each person exudes self-assurance, enthusiasm, and a clear sense of direction. They feel empowered there to own their responsibilities, contribute significantly, and advance the business. However, in the huge world of multinational enterprises, this idealistic picture continues to elude many. Only 15% of workers worldwide report feeling fully engaged at work, according to a Gallup survey. This startling figure illustrates the pervasive divide that exists between workers and their companies.

The Role of Talent Development Programs

Envision a young artist who possesses undeveloped skill and limitless imagination, eager to express themselves to the fullest on life's canvas. Imagine them entering a studio that is bursting with color, has professional instruction, and offers countless opportunities. Talent development programmes have the ability to change people's lives by creating an environment that fosters growth, well-being, and ultimately, the ability to make a lasting impact. Talent development programmes are available in a variety of forms and sizes, each providing a special chance for staff members to enhance their abilities and broaden their perspectives. These programmes, which range from mentorship programmes that provide priceless advice and support to immersive training sessions that go deeply into the nuances of their craft, are the engines of both professional and personal growth.

Organizations that invest in talent development give their staff members the resources they need to succeed in the dynamic business environment while also fostering their abilities. Individuals flourish, businesses grow, and the world becomes a more inventive and brighter place—a win-win situation.

Real-World Examples of Talent Development Success Stories

Here are two organizations that have mastered the practice of employee empowerment via talent development initiatives.

Example 1: Infosys

Enter the Infosys universe, where inspiration and innovation coexist side by side. This titan of the IT sector is dedicated to developing the skills of its employees in addition to providing state-of-the-art technologies. With a wide range of training programmes to help staff reach new levels, Infosys is proud of its offerings. Infosys provides everything from technical proficiency to the development of soft skills. Additionally, their digital learning platform, Lex, is a knowledge vault that is available at all times and locations. It is evidence of Infosys's dedication to providing its workers with the tools they need to succeed in the digital era.

Example 2: Tata Group

Let's now explore the core of the Tata Group, a shining example of excellence in a variety of industries. Here, developing talent is a way of life rather than just a catchphrase. Their commitment to developing future leaders is exemplified by the Tata Leadership Edge programme. Employees are more than just workers thanks to individualized development plans and mentorship opportunities; they are the creators of their own success stories. The culture of empowerment at Tata Group is what distinguishes them and helps them reach new heights as an organization and as individuals.

These real-life examples demonstrate how talent development programmes can empower employees and propel an organization's success. So let's take a cue from these trailblazers and set off on our own empowerment path, where the possibilities are only limited by our creativity.

The Impact of Talent Development on Organizational Success

Imagine working for a company where learning is ingrained in the culture and not merely a checkbox on a to-do list. In the realm of talent development, an organization's overall performance can be benefited from investing in the personal development of its employees.

Examine the Deloitte findings, which provide a strong illustration of how talent development affects organizational success. Firms possessing strong learning cultures are not only inventive but also trailblazers, breaking new ground where others fear to tread. They have a 92% higher propensity to innovate, creating products that transform markets and establish new benchmarks for quality. And output? It reaches unprecedented heights as these organizations surpass their competitors by an astounding 52%.

The benefits don't end there, either. Now let's focus on the revelations made by LinkedIn. Organizations that implement talent development programmes have discovered the secret sauce in a world where retaining talent is a never-ending struggle. They have a 30% higher chance of keeping their best employees, which fosters a sense of dedication and loyalty that goes beyond just employment.

These figures demonstrate the transformational potential of talent development; they are more than just figures on a page. Investing in talent development is the most reliable way to remain ahead of the curve in a world where change is the only constant.

How to Implement Effective Talent Development Programs

Together, let's start putting in place successful talent development initiatives within our businesses. As we move towards a culture of empowerment and progress, every approach serves as a stepping stone.

- Imagine yourself and your team sitting down with a great desire to find the potential that lies under the surface. Here's where the first strategy is applied: Determine Your Learning Requirements. Through the use of questionnaires, assessments, and interviews, we are able to gather important information about the goals and aspirations of our workforce. It's similar to illuminating the way ahead in the dark with a light.
- Let's now apply a layer of learning chances to the canvas, with every brushstroke enhancing and enhancing the final composition. We are encouraged to Provide Diverse Learning Opportunities under Strategy 2. There are countless options available, including workshops, coaching sessions, lectures, and online courses. We accommodate the various learning styles and interests of our team members by offering a wide range of options, enabling them to choose their own path towards development.
- But creating an environment that values and celebrates learning at every stage is just as important as providing chances. We are urged to cultivate a Culture Of Continuous Learning via Strategy 3. We cultivate an atmosphere where knowledge grows and curiosity blossoms, much like when we tend to a garden. By taking part in learning activities and establishing an example for the rest of the organization, managers set the standard for excellence. Additionally, we recognise and support people who take responsibility for their own development since we believe that their success is our success. Using these strategies propel our organizations into shining examples of empowerment and learning.

Conclusion:

To sum up, talent development initiatives are an effective means of enabling staff members and promoting the success of businesses. Organizations may develop a culture of ongoing learning, development, and engagement by funding these initiatives, which will eventually enable them to realize the full potential of their workforce.

Learn more about talent development tactics and connect with business executives at the upcoming RethinkHR Conclave. To reserve your place and move your workforce empowerment forward, Register Now.

Prioritizing People Through Wellbeing and Inclusion in a Dynamic World



In today's rapidly changing world, the role of HR leaders extends beyond traditional talent management to prioritize the holistic wellbeing and inclusion of employees. As CHROs, HR leaders, and industry stalwarts, fostering wellbeing and inclusion is not just a moral imperative—it's essential for driving organizational success and resilience in the face of uncertainty. In this comprehensive blog, we explore strategies and best practices for prioritizing people through wellbeing and inclusion, drawing insights from India and global examples, and offering actionable tips for creating a thriving workplace culture.

Cultivating a Culture of Wellbeing:

A culture of wellbeing is the cornerstone of a healthy and resilient organization. According to a study by Mercer India, 76% of Indian employees consider workplace wellbeing programs important when choosing an employer. HR leaders must prioritize employee wellbeing by offering comprehensive wellness initiatives that address physical, mental, and emotional health. From flexible work arrangements and mental health resources to wellness workshops and fitness programs, organizations can create a supportive environment where employees feel valued, cared for, and empowered to thrive.

Promoting Diversity, Equity, and Inclusion (DEI):

Diversity, equity, and inclusion (DEI) are not just buzzwords—they are essential components of a vibrant and innovative workplace culture. Research from Catalyst India reveals that inclusive teams make better business decisions up to 87% of the time. HR leaders must prioritize DEI by fostering a culture of belonging where every employee feels respected, valued, and included. By implementing inclusive hiring practices, offering diversity training, and creating affinity groups and support networks, organizations can attract diverse talent, drive innovation, and enhance employee engagement and retention.

Supporting Work-Life Integration:

In today's hyper-connected world, achieving work-life balance has become increasingly challenging. HR leaders must support work-life integration by promoting flexible work arrangements, setting clear boundaries around work hours, and encouraging employees to prioritize self-care and personal time. According to a survey by Gallup India, 63% of Indian employees say that the ability to work remotely contributes significantly to their overall job satisfaction. By empowering employees to balance their professional and personal lives, organizations can improve employee morale, productivity, and retention.

Investing in Learning and Development:

Continuous learning and development are essential for fostering growth and engagement among employees. HR leaders must invest in learning and development initiatives that provide employees with opportunities to acquire new skills, expand their knowledge, and advance their careers. From mentorship programs and leadership development workshops to online courses and certifications, organizations can empower employees to reach their full potential and contribute meaningfully to the organization's success.

Conclusion:

As CHROs, HR leaders, and industry stalwarts, prioritizing people through wellbeing and inclusion is not just a responsibility—it's an opportunity to create a workplace where everyone can thrive. By cultivating a culture of wellbeing, promoting diversity, equity, and inclusion, supporting work-life integration, and investing in learning and development, organizations can elevate humanity and drive sustainable success in a dynamic world. Register now for the upcoming RethinkHR event to gain deeper insights and connect with fellow leaders who are shaping the future of HR and workplace culture. Register Now for the RethinkHR Event and Elevate Your People Strategy!

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BFSI

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SBI General Insurance names Naveen Chandra Jha as MD & CEO

Niranjan Kumar is CHRO, Karnataka Bank

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Toshiba JSW Power Systems appoints Daisuke Murata as MD

Castrol India appoints Kedar Lele as new MD

Hisense India appoints Pankaj Rana as CEO

Former Mahindra Auto and Farm CHRO Rajeshwar Tripathi joins RJ Crop

INFRASTRUCTURE

JLL India elevates Meenu Chopra to director-talent acquisition

Palak Dani Mansotra takes the helm as chief marketing officer at Suraj Estate

Heval Patel and Dhaval Jadwani take charge as joint COOs of The Womb

Sony Pictures Networks India names Gaurav Banerjee as CEO

TECHNOLOGY

Anil Vasu is co-founder & global CHRO, CIFDAQ

Deepak Deshpande appointed CHRO & chief growth officer, Soft Polynomials

Courtesy Power Moves



We want to hear from you!

As we look to the future, it's clear that employee mental health and wellbeing will continue to be a top priority for HR leaders. By fostering a culture of care, providing comprehensive support, and empowering employees to prioritize their mental health, organizations can unlock the full potential of their workforce and drive sustainable success.

At RethinkHR, we are committed to supporting HR professionals in their journey to create healthier workplaces. We hope this edition of the newsletter has inspired you to take action and prioritize employee mental health in your organization. Remember, a healthy, happy workforce is the foundation for long-term growth and innovation.

**Thank you for being a part of the RethinkHR community.
We look forward to seeing you at our upcoming events and continuing this important conversation.**

A promotional banner for the RethinkHR 5th Annual Conclave. The background features a light gray image of the Charminar in Hyderabad. At the top center, the text 'VISIT' is in blue with a magnifying glass icon, followed by 'Presents' in a smaller font. Below that is the 'RethinkHR' logo in blue and red, with '5th Annual Conclave' underneath. A list of cities 'PUNE - DELHI - HYDERABAD - BANGALORE - MUMBAI' is in small text. A large orange banner across the middle contains the text '5th Annual RethinkHR Conclave 2024'. Below this, on a dark red background, is the theme 'TRUST, TECH, AND TALENT: Navigating the New Frontiers'. At the bottom, the date '27th September '2024' is next to a calendar icon, and the location 'Radisson Blu Plaza Hotel, Hyderabad, Banjara Hills' is next to a location pin icon.

VISIT
Presents
RethinkHR
5th Annual Conclave
PUNE - DELHI - HYDERABAD - BANGALORE - MUMBAI

5th Annual RethinkHR Conclave 2024

**TRUST, TECH, AND TALENT:
Navigating the New Frontiers**

📅 27th September '2024 | 📍 Radisson Blu Plaza Hotel,
Hyderabad, Banjara Hills

Stay Tuned for the RethinkHR Conclave in Hyderabad!

Date: **September 27th 2024**

We are excited to announce that Hyderabad is the newest addition to the list of RethinkHR Conclave cities! Don't miss out on this ground breaking event.

Register Now to secure your spot and be part of the future of HR.

For inquiries, write to us at: info@sapphireconnect.in

To explore more about us, including our Partnership Opportunities, Upcoming Conclaves, Actionable HR Strategies, and blogs, visit

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Got questions or ready to Enhance your HR experience?

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In addition, don't miss out on our exclusive content:

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Thank you for joining us on this journey with The RethinkHR Newsletter community, and we look forward to hearing from you! We look forward to empowering your business success with actionable HR insights and strategic guidance in the months ahead! Until then, stay tuned!