

## **Tips for Employers to ride the current economic storm**

1. **COMMUNICATE** with your staff regularly. As a manager, stay visible and approachable. This can quash the rumour mill and alleviate fear.
2. **URGE** employees to contribute to the success of the organization by having group meetings to cultivate creativity new ideas and find solutions.
3. **CREATE** a positive picture. Replace fear with hope. Reward innovation and brainstorm new ideas.
4. **IDENTIFY** employees who are not coping well. Meet with them privately and ask if there is a way you can help them cope.
5. **BE SUPPORTIVE**. Showing empathy and providing a listening ear can help staff feel less anxious and isolated.
6. **BOOST** morale by heading off unacceptable behaviour and remind employees that their individual behaviour will collectively help the company to thrive.
7. **SUPPORT** Employee Assistance Programs. These services are an investment into the productivity of the entire organization by protecting it's greatest resource – it's staff.