

How to Navigate Stress & Strain of Start-Up Life

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How do you approach stress & strain of start-up life with an HR lens?

- Focus on employee needs and perspective
- Serve as a bridge between employees and executive team
- Be human and encourage all employees to bring “full selves” to work
- Encourage leadership to be transparent with teams during challenging times
 - Authenticity wins
 - Admit mistakes and course correction for future

How do you assess employee needs?

- **Conduct quarterly engagement surveys**
 - Share survey results & action items org-wide
 - Provide update on progress in areas for improvement
- **Ensure regular meetings happen with leadership to understand team needs**
- **Provide multiple channels for employees to ask questions of leadership**
 - All Hands Meetings
 - Quarterly Kick-Offs
 - Team Meetings
 - Include anonymous forums to ask questions

What benefits & perks are needed to help employees navigate challenges of start-ups?

- **Provide robust mental health benefits**
 - Partner with organizations like Spring Health, Ginger etc to provide outsourced, customized mental health support
- **Include other wellness benefits that enable employees to feel supported outside of work**
 - Fitness reimbursement (i.e. Classpass, Gympass etc), or monthly stipend towards gym/classes of choosing

What benefits & perks are needed to help employees navigate challenges of start-ups? (cont.)

- **Determine org-wide Learning & Development Strategy**
 - Manager training
 - Communication skills training
 - Provide skills based training per department
 - Continuously assess gaps cross functionally that can be addressed through org-wide or departmental trainings
 - Provide forum for Manager & above cohort to share best practices on monthly basis

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