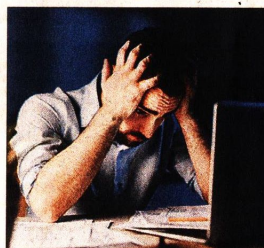


HUL Forms Support Group for Leaders

Many leaders, who are expected to motivate teams, face fatigue too and need help: Experts

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FILE PHOTO

Mumbai: Hindustan Unilever has introduced human resource interventions for the top leaders of the company to help them deal with stress and avoid burnout as the aggressive second wave of Covid-19 puts additional pressure on leadership on both business and personal fronts.

The country's largest consumer goods company has created groups of top team leaders across the organisations who talk to each other regularly.

"While leaders are expected to take care of their teams, we have realised that even they require support," said Anuradha Razdan, executive director, HR, HUL.

The leaders are initiating peer-to-peer conversations and discussing issues they are facing collectively.

Often leadership coaches participate in these interactions to facilitate conversations and share insights. "We have created groups of three to five leaders who would speak to each other and discuss various topics. We have also roped-in facilitators and leadership coa-

ches who would support our leaders in dealing with various situations," said Razdan.

Most leaders across top organisations are not only required to manage the crisis to make sure the operations run smoothly but they are also expected to take care of employees who are under tremendous social strain.

Several CEOs across organisations ET spoke to in the last couple of months have constantly pointed out their struggle to remain positive and engaged.

Most organisations, including HUL, have created internal processes where executives could ask for help in case of a health emergency or just dealing with stress and emotional turmoil.

"Leaders and their team members use some of the internal tools we have created for the holistic wellbeing of our employees. However, in case the leaders themselves need support, these leadership check-in circles are helpful," Razdan told ET.