

Coping with the COVID Crisis Mindfully

From having one of IT hub Bangalore's very first case of COVID, Mindtree knows it better than anyone else what its like to handle a crisis like this one, and manage the health and psychological fallout. Read on to find out how the IT major fares in helping its employees

RAPID ROUNDUP

- Strong medical support through online consultations and hospital arrangements
- Psychological support by onboarding relevant external vendors for services
- Loan assistance for a comfortable WFH setup

Medical & Insurance Support: To mitigate the challenge of finding beds in Bangalore, Mindtree tied-up with few hospitals across and booked some rooms in the guesthouse next to the hospital. Doctors visit the guesthouse and provide requisite support for the needy. We launched the Super Top-up floater for COVID-19 plan to cover home quarantine expenses (outside hospitalisation insurance coverage). By partnering with the existing insurance service provider, "Virtual Online Consultations" with doctors free of cost for Mindtree Minds in India and their families were introduced. We signed up with an International SOS organization, which arranges webinar sessions too.

Coping With Mental Health Fallout: The health and wellness team partnered with 1:1 help.net and launched a series of pre-recorded webinars detailing various coping techniques for dealing with the mental health fallout in April'20.

Counselling: We have signed up with external organization for Mindtree minds to get counselling sessions if there is a need. Our relationship with external organization has been in existence for several years.

Yammer Community: We have setup a Yammer community for having discussions related to "Mental wellbeing"

Regular Contact: Regular touch points from People function team, more communication from management and townhall sessions are being arranged. A virtual all minds meet has been a big hit.

Loan Assistance: Extended a loan facility for all Mindtree Minds in India so that they could set up a good workstation

at home. Mindtree also negotiated special, discounted prices for ergonomically complaint chairs, Tables and Laptops.

Leadership Sessions: Special leadership webinar sessions are being arranged virtually to engage all the leaders bringing in achievers from different fields

Lockdown Diaries: A mailer series which talks about motivational and inspirational activities Mindtree Minds did these demanding times.

The Fundo Club: Mindtree's flagship Fun@work initiative where the Chief Fun evangelist keeps generating and driving initiatives to bring lighter moments at work

Yoga: Mindtree partnered well known organization and conducted 75 free online Yoga classes in April, May and June'20. The Yoga sessions we curated to stress, stiffness in the body and strengthen body parts.

Photography Contest: As we had to follow the norms of social distancing Mindtree India conducted an online photography contest and came up with top 3 winners in each category.

Assessment: We conduct survey at each geography. We have setup a Crisis management cell in each geo. There is a Central Crisis management team overseeing the activities. Geo based teams are setting up townhalls to seek inputs from team members

