

Support for Our Leaders During Challenging Times

As a leader, we recognize the crucial role you play in supporting both your team and maintaining patient care during challenging periods. These periods may bring added pressure and stress, both for you and your staff. To help you navigate challenges, the Wellbeing Team is here to offer dedicated support and resources. Reach out whenever you need assistance and remember, your wellbeing is just as important as your team's.

1. One-on-One Support Line for Leaders

Call our dedicated Wellbeing Leaders at **204-926-9040** or **1-844-820-2010 (toll free)** from **7:00 a.m. to 7:00 p.m. daily** for personalized support. They are available to listen, provide support, and connect you with other resources to help you navigate challenging time. **Consultation support** is available to assist leaders in supporting their team and organizing services on-site or virtually.

2. Support Groups for Leaders: In-Person & Virtual

To provide a space for leaders to connect, share experiences, and support one another, the Wellbeing Team is offering virtual support groups specifically designed for leaders. These sessions will provide you with the opportunity to share challenges you are facing, gain insights and tips from peers in similar roles, and learn self-care strategies to cope with increased stress.

How to schedule a Support Group: Contact the Wellbeing Team at **204-926-9040** or **1-844-820-2010 (toll free)**.

3. Drop-In Wellbeing Practice Sessions for Leaders

These short, informal drop-in sessions provide a supportive safe space to explore mindfulness techniques, stress management tools, and self-care strategies in a peer-supported environment. Whether you only have a few minutes or can stay for the full session, you're welcome to come as you are and stay for as long as your schedule allows. These sessions are offered virtually.

How to join: [Please click here for more information on the sessions and how to attend them.](#)

4. Wellbeing Check-ins for You and Your Team

To provide personalized support, our Wellbeing Leaders are offering individual Wellbeing Check-Ins focused on emotional and psychological wellbeing. These check-ins are a confidential, safe space to share what you're experiencing and can be conducted virtually or in-person.

How to schedule a Check-In for yourself or team members: Contact the Wellbeing Team at **204-926-9040** or **1-844-820-2010 (toll free)**.

5. Group Debriefings for Your Team: On-site or Virtual

The Wellbeing Team is available to conduct group debriefings for your staff. These sessions offer a supportive environment for teams to reflect on the emotional and psychological impact of challenging events, address concerns or stressors, and discuss coping strategies as a group. This may help your staff decrease stress and equip them with the space and energy to return to stressful situations.

Arranging a Debriefing: To schedule an on-site or virtual debriefing session for your team, contact the Wellbeing Team at **204-926-9040** or **1-844-820-2010 (toll free)**.

6. Wellbeing Leader Walkabouts to Offer Psychological First Aid

Wellbeing Leaders are present on-site, walking around to various areas to offer immediate support to staff and/or can be situated in a space where staff can walk in as needed. This intervention is designed to support staff in reducing their stress and reinforcing their coping skills.

How to schedule a Walkabout: Contact the Wellbeing Team at **204-926-9040** or **1-844-820-2010 (toll free)**.

How Leaders Can Support Their Teams

During any challenging time, your team will look to you for guidance and support. Here are some ways you can help them cope with the added stress:

1. Recognize the Emotional Impact of Past Crises

Challenging times can be stressful for a variety of reasons, including uncertainty about workloads, team dynamics, and the overall impact on the organization. It's important to recognize they may trigger past experiences from the pandemic or other crises. For many, these events may bring up emotions tied to previous periods of disruption or high stress, which can intensify the psychological or emotional toll. There may be individuals in your team who you may be aware of that have been experiencing difficult circumstances and who may be particularly vulnerable to the added pressures of the labour disruption. Reach out to the Wellbeing Team for guidance on how best to support your team members.

2. Foster Open Communication

Encourage your team to share their concerns and feelings. Regular check-ins, whether through huddles or one-on-one conversations, will help keep communication open. Remind them that it's okay to ask for help and use available resources.

3. Model Self-Care and Wellbeing Practices

As a leader, modeling healthy coping strategies can encourage your team to do the

same. Ensure that you're taking time for your own wellbeing and utilizing the resources available to you. Supporting your staff during a time when you are also impacted by these events can be challenging and stressful. Remember to make space for yourself and encourage yourself to maintain basic self-care practices:

- Stay hydrated
- Stay connected to supportive relationships
- Maintain nutrition
- Maintain a healthy sleep routine
- Breathe mindfully and practice meditation
- Try to maintain connection to activities outside of work that are meaningful

4. Promote the Use of Wellbeing Resources

Remind your staff that there are multiple support services available to them, including:

- Access support through your Wellbeing Team at **204-926-9040** or **1-844-820-2010 (toll free)** between the hours of **7:00 a.m. and 7:00 p.m. daily**.
- Access support from your Manitoba Blue Cross EAP 24/7 at **204-786-8880** or **1-800-590-5553 (toll free)** or **workplacewellbeing@mb.bluecross.ca**
- Ongoing support is available to you during this challenging time. [Please click here for more information.](#)