
WHAT'S WORKING in Human Resources™

Inside information to improve the performance of your human resources, in a fast-read format, twice a month.

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WHAT WORKED FOR OTHER COMPANIES

Our subscribers come from a broad range of companies, both large and small. In this regular feature, three of them share a success story illustrating ideas you can adapt to your unique situation.

1 How 'zmail' helped reduce staffer stress

Our engagement surveys said stress was a major issue for our staffers.

We knew that one of the best ways to reduce stress is to get a good night's sleep.

But what could we do to help workers sleep well and reduce stress?

Take a break

That's how we hit on our "zmail" policy.

Here's how it works: We ask

employees to refrain from sending non-urgent emails to other workers between 10 p.m. and 6 a.m. Monday through Friday, all day Saturday and Sunday, and all holidays.

If something urgent comes up, calling or texting someone is preferred over email.

We knew it'd be a change for employees, so we rolled out the program to select leaders in our firm.

After getting extensive feedback, we launched the policy to our general workforce.

We got some mixed

reactions at first, and we had to make it clear that if employees were feeling inspired, they could clearly work during those times. We just asked that they save any emails they wrote as drafts to send during "work" hours.

After over six months of the policy, our employees have found it to be really helpful.

Now, we've added our "zmail" policy to our handbook – and we tout it in our new hire orientation, too.

(Dan Calista, founder and CEO, Vynamic, Philadelphia)

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