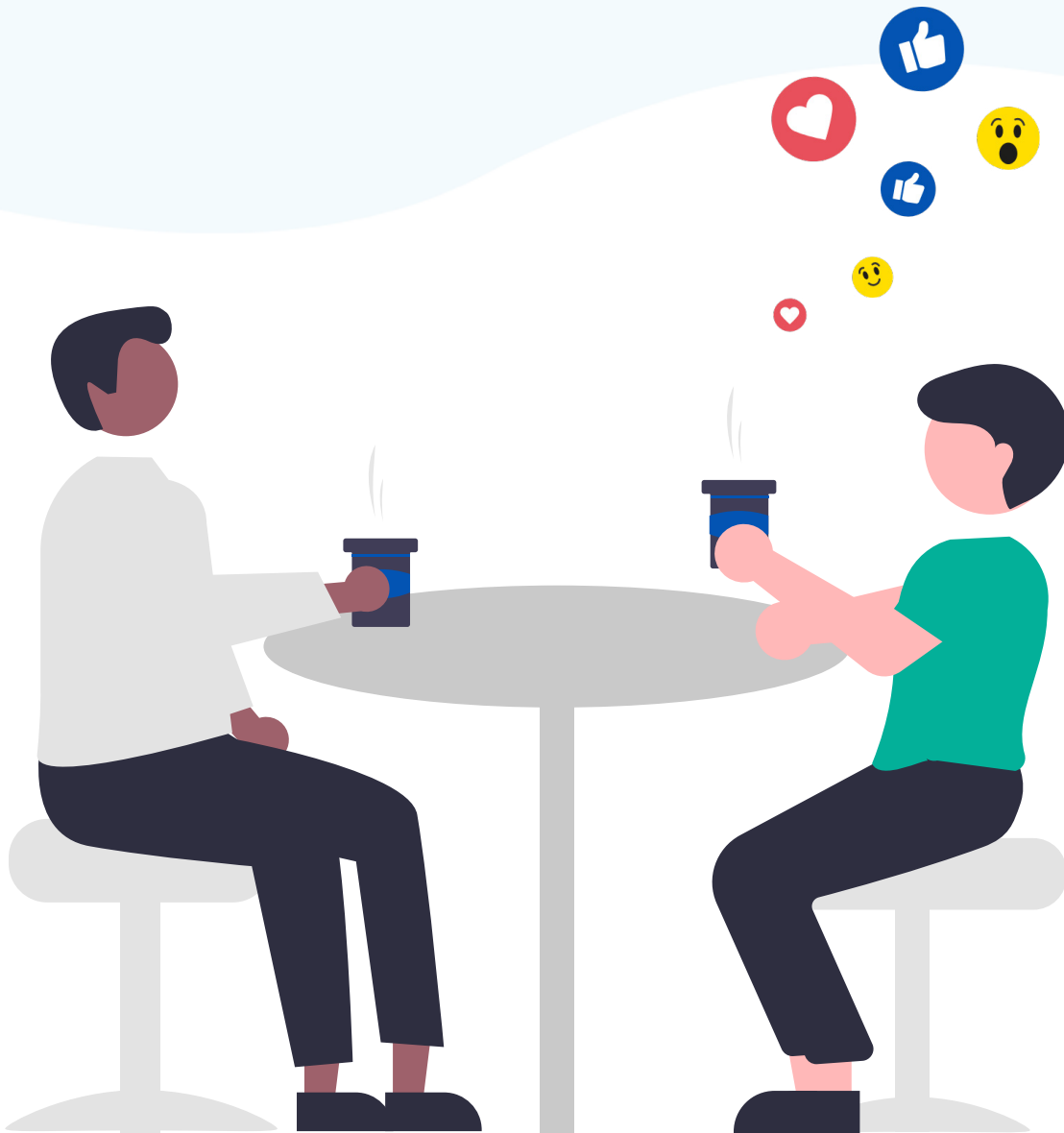


It's Good To Talk

How Oak Engage can Support Mental
Health in the Workplace



Mental health has come to the forefront of employers' awareness over the past few years. There's more prominence on how both employers and employees manage and improve mental health in the workplace. The impact of the pandemic with employees increased in their isolation and working in silos has meant that this is a big focus for businesses.

Employee wellbeing goes beyond checking in with your employees occasionally and ensuring they're physically fit to do their job. It revolves around job satisfaction, happiness that has an impact on performance for both the individual and business. Increased staff engagement and commitment lead to an overall increase in productivity. [HR director](#) found that 1 in 3 UK employees are "quiet quitting", doing the minimum to stay employed, which has a huge impact on productivity. Oak Engage's software helps to keep your workforce engaged, productive and gives them the tools they need, helping with staff retention.

Happier staff negates staff attrition saving you money on the cost of rehiring and importantly the loss of knowledge and talent within the business. [Undercover recruiter](#) estimates that in the US it costs on average \$4000 and 52 days to hire a single employee.

Having employees who are more engaged and motivated leads to reduced sick leave and absenteeism, both increasing productivity and saving costs for businesses.

The most important benefit that a business can gain from paying attention to its employees wellbeing and nurturing a culture of support and inclusivity is an enhanced reputation. With a rise in sites like Glassdoor and company reviews on recruitment sites, potential employees pay close attention to how companies treat their staff. A company's overall values and vision have never been so critical to a company's success. [A LinkedIn blog by Nina McQueen](#) reports that 9 out of 10 millennials would take a pay cut to join a business that aligns with their morals and values.

With the vast number of benefits that come to businesses who look after their employees' mental health, how would implementing Oak Engage help you?

While a traditional intranet may be used as a content management tool or even somewhere to potentially post company news, it lacks the depth that Oak Engage offers its users. With other intranets, there's no way of knowing which communications have reached the intended target audience due to a lack of analytics, no way to create and nurture your values and culture, and no way to bring your employees together with a focus on engagement, productivity and wellbeing. Oak does things differently, it's more than just a place to host content, it offers all employees, both desk based and deskless;

- The chance to have meaningful two-way conversations
- The ability to stay up to date with all the latest news, information and have access to all policies in real time
- Contains a host of work and social features that encourage engagement, foster a positive culture in your business such through employee recognition and collaborative spaces.

Oak Engage enables your employees to have a voice, remain safe and compliant within the workplace and offers them a sense of achievement with a positive company culture through recognition features.

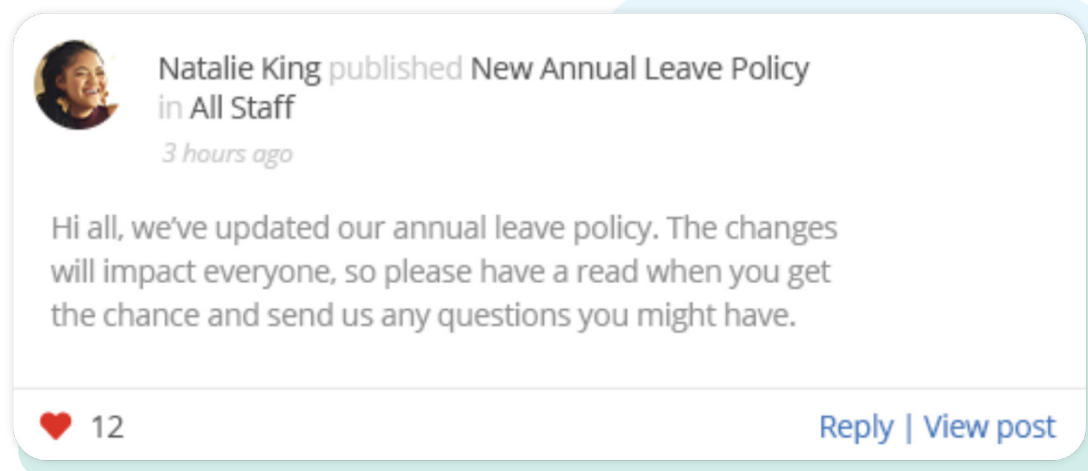
Oak Engage is the better way to mobilise, engage and motivate your people.



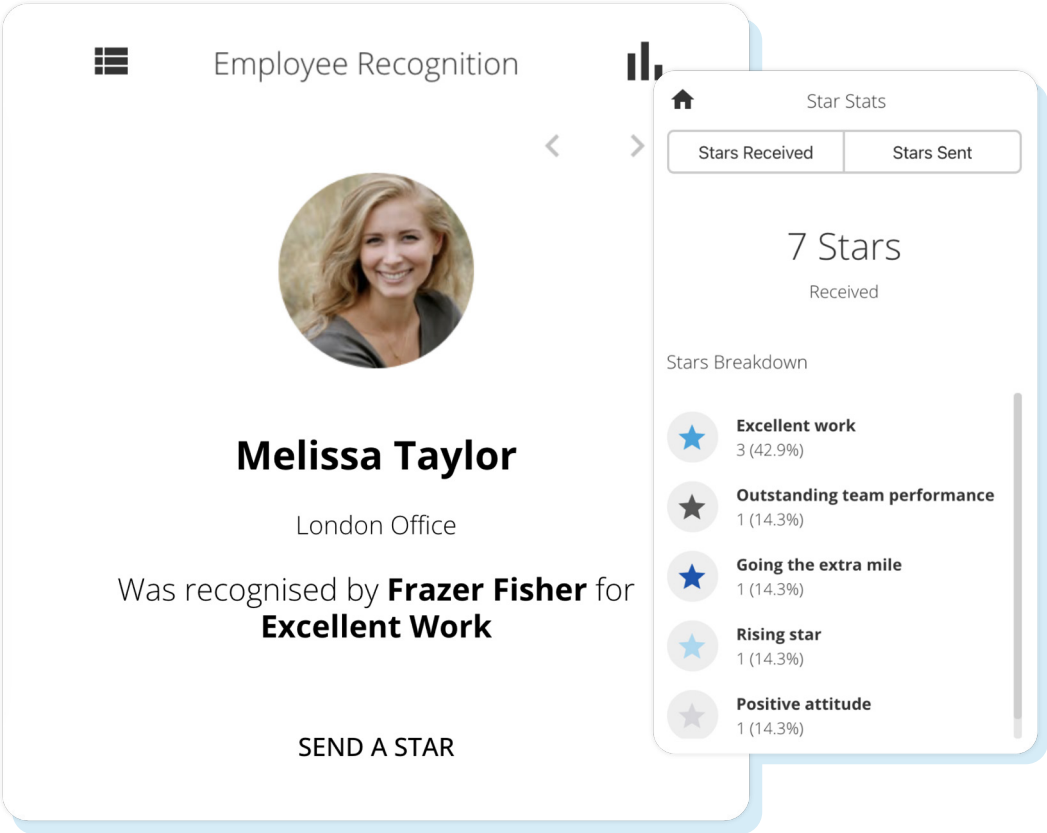
Create a sense of purpose

Our timeline feature not only allows for, but encourages open communications so that anyone, no matter who they are in the business can connect with any other employee. Timeline offers your employees the ability to add comments, likes and more on posts and updates. The social media feel of the platform means employees want to revisit it time and again, increasing the likelihood that news and articles will be seen and clicked on organically.

If not seen in this way, Oak's Smart Delivery System ensures that vital communications that need to be seen by specific audiences and employees are delivered and read. Oak offers curated content for every employee within the business based on their likes, interests and position in the organisation. Meaning every employee will have a different view that's unique and tailored specifically to them. You can learn more about Smart Delivery [here](#).



Recognition is a powerful tool for employees and something that employers can feel is lacking within their organisation. Knowing that someone’s hard work hasn’t gone unnoticed can really support employees in their working day. Oak has an inbuilt recognition tool so you can quickly and easily thank a colleague directly from inside the intranet, both on the desktop and mobile version.




This feature is excellent for those with dispersed or deskless workforces where employees can receive notifications both in and out of the workplace, which adds to the value that employees feel and cultivates better overall job satisfaction. From an ease of business perspective, the applet also recognises work anniversaries and birthdays automatically so line managers don’t need to worry about setting reminders or missing key milestones.

Avoid burnout

Burnout can be a huge factor for many businesses with employees facing exhaustion affecting their mental, emotional and physical health. Being aware of how employees are feeling and behaving can help managers and colleagues spot the signs and take action early, avoiding burnout and employee attrition.

We all spend a huge amount of time at work during our lives. Naturally a part of this is forming friendships and relationships with colleagues and coworkers. Finding people who share the same interests as you has a really positive impact on your working life, the people who you work with can make or break how you feel about your role. Oak's collaborative spaces, known as 'Hubs' allow employees to come together for work-based projects, but their flexibility means they become great spaces for those with shared hobbies or interests. Hubs can be about any topic, from running to book clubs, to gaming societies. Hubs allow employees from all over your business to come together and build these friendships in spaces where they wouldn't necessarily normally meet.





☆ **Product Team** ⋮

Team Hub

The Hub for the Product Team

Latest activity: 1 hour ago

 +19




☆ **Marketing Team** ⋮

Team Hub

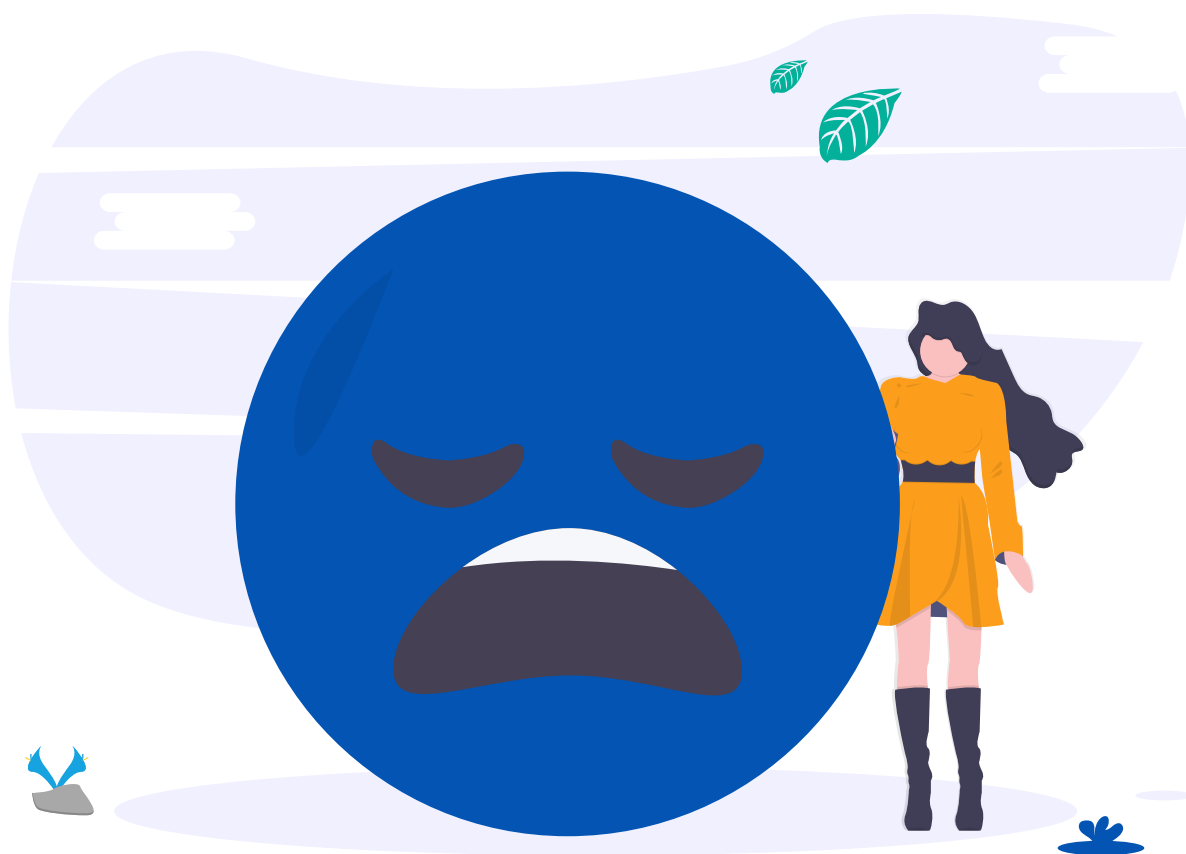
The Marketing Team's Hub

Latest activity: 30 minutes ago

 +12

While Oak contains a whole host of engagement tools, it also functions as your content management system. It offers easy access to the most up to date policies and information giving employees empowerment to find the information they need on their own through its powerful search. This means employees do not need to ask or consult a colleague or manager if they're feeling overwhelmed by work or want to look for information relating to a sensitive topic. Anyone can access any and all policies with a simple search wherever they are to get the information they need.

From an author's point of view Oak's content management system offers some great benefits that makes your job of keeping on top of content all the easier. Any content that's published can have reminder dates set, so that you'll be automatically prompted to review the content 6 months or a year after it's originally published. This way, you don't need to remember to update policies and can be confident knowing that all employees are accessing the most up to date information.



Be Transparent

A company's values and vision can be extremely important for both attracting and retaining talent. You need to be able to clearly communicate your values and allow employees to access these themselves so they understand your business and why you might do certain things.

Oak Engage allows you to showcase your values in a way that works for your business. While some businesses choose to rely on branding to portray their values, or use signage around the office, utilising the intranet can be an ideal place to showcase your key missions. Oak offers you the flexibility to showcase values on homepages, newsfeeds or have their own dedicated section of the intranet to really go into depth about how and why those values matter.

Oak Engage encourages employees to use the platform increasing the screen time they can pay to the values. This, combined with the almost limitless customisation options of colours and fonts, creates an extension of your physical office space for all employees that resonates with, and helps them to be immersed with your business culture no matter where they are working from.

Openness, transparency and communication are all key factors that contribute to avoiding moral injury and feed into employee engagement and wellbeing. The Oak Engage platform is perfectly arrayed to ensure communication reaches the right people and you can have meaningful conversations with anyone in the workplace.

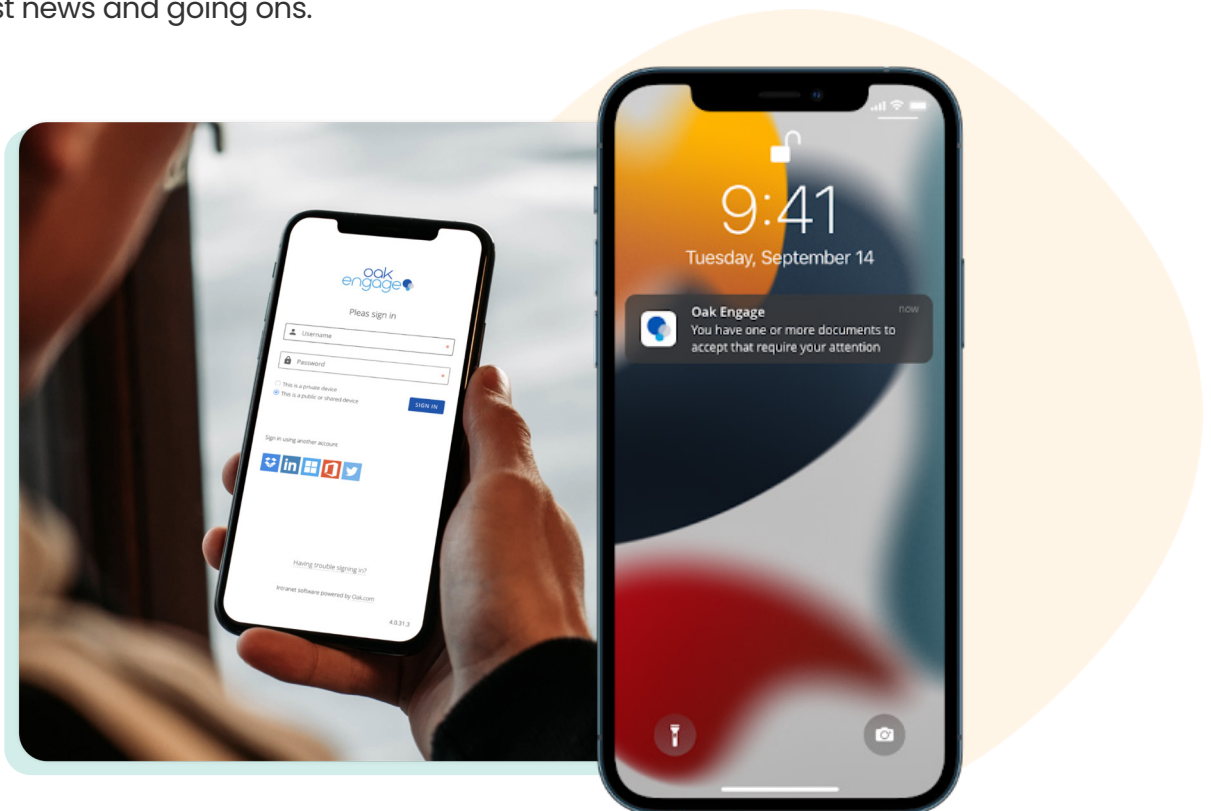
While the social intranet aspect of Oak supports these interactions, this is not the only communication method within the platform. Blogs that are hosted within Oak are an excellent and more casual way that the senior leadership team can share updates and insights that are taking place within the business. Employees are able to subscribe to these and receive notifications when new blogs are published.

News and articles can also be created as more formal ways to communicate and with Oak's curated personalised feeds and notifications, critical updates are automatically delivered to all employees that need to see the information.

Maintains connectivity for remote workers

A lot of people can feel isolated or siloed when working from home or working by themselves. In other cases smaller satellite offices or stores can feel disconnected from the main central offices or headquarters. This can be expedited if they feel communications are only one way, flowing down to them with no way to contribute or express opinions. Worse still, employees may feel that their opinions are overlooked or ignored.

The Oak Engage Mobile app is the perfect solution to bring in employees who are on the fringes of your workforce, or keep your deskless workforce connected to all the latest news and going ons.



With the same functionality that's available from the desktop version including personalised feeds, search and document access and targeted communications with the use of push notifications and Smart Delivery the app ensures your workforces stay connected and give the author confidence that messages are received and seen.



If you would like to learn more about how Oak can improve employee wellbeing in your business, arrange a demo with us now.

[Book a demo](#)