

# NEWSLETTER

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## Solidarity in the workplace

The concept of solidarity in the workplace has become more critical than ever when one considers how competitive and hectic the work environment can be. Solidarity in the workplace refers to the sense of *unity, support, and mutual respect* among colleagues and

management. It aims to establish a culture where every individual feels valued, understood, and part of a team working towards common goals.

The importance of every individual cannot be overstated. It is easy to forget those employees in the periphery of the workplace. These people need to feel part of the work environment. As Pope Francis once said we *"must be a constant witness of solidarity and support to people in situations of labour and social vulnerability"*.

### Why is solidarity important?

Solidarity is the backbone of a successful workplace. When employees come together and support each other, it creates a positive atmosphere that encourages collaboration and innovation. This sense of unity helps employees feel appreciated and understood, knowing that their contributions matter and that they are not alone in facing challenges. Solidarity builds trust, which is a crucial component of any successful team. Trust leads to open communication, where employees feel comfortable sharing ideas, giving feedback, and voicing concerns.

Moreover, solidarity is essential in times of crisis or change such as a company restructuring or economic downturn, a united workforce can navigate challenges more effectively. When employees stand together, they can demand better working conditions, fair treatment, and equitable policies. This collective strength empowers employees to push for changes that benefit not only themselves but also the organisation.

### Benefits of workplace solidarity

**Enhanced Productivity.** A supportive work environment fosters collaboration, allowing employees to pool their skills and resources to tackle projects more efficiently. When team members feel connected and committed to a common goal, their productivity and quality of work significantly improve.

**Increased Employee Retention.** Employees are more likely to stay in a job where they feel valued and an active part of a community. Solidarity lowers feelings of isolation and burnout, which are common reasons for employees quitting their job.

**Improved Mental Health.** A workplace that prioritizes solidarity can significantly impact employees' mental well-being. Knowing that colleagues and management have their backs alleviates stress and anxiety, leading to a healthier work-life balance.

**Promoting Innovation.** When employees feel safe and supported, they are more likely to take risks and propose innovative solutions. Solidarity encourages a culture of creativity where new ideas are welcomed and explored collectively. Solidarity promotes a work culture where failure is an opportunity to learn.

### Towards a solidarity culture in the workplace

A culture of solidarity does not just happen, it requires a focused effort from every employee, whether it be at a management level or a trainee learning the ropes. There is a lot of research on the topic, however some common approaches include:

**Encourage Open Communication.** Employees must always be made to feel comfortable sharing their thoughts without fear of judgment or retaliation. Do not wait for the end of year review to provide feedback, informal feedback is key.

**Celebrate Diversity.** Embrace the diverse backgrounds and perspectives of employees. Through inclusivity and understanding, a company builds a cohesive environment where all are respected and valued.

**Get employees together.** Bring employees together outside of work tasks. Team-building and social events help strengthen bonds and build a sense of *'we are in it together rain or shine'*.

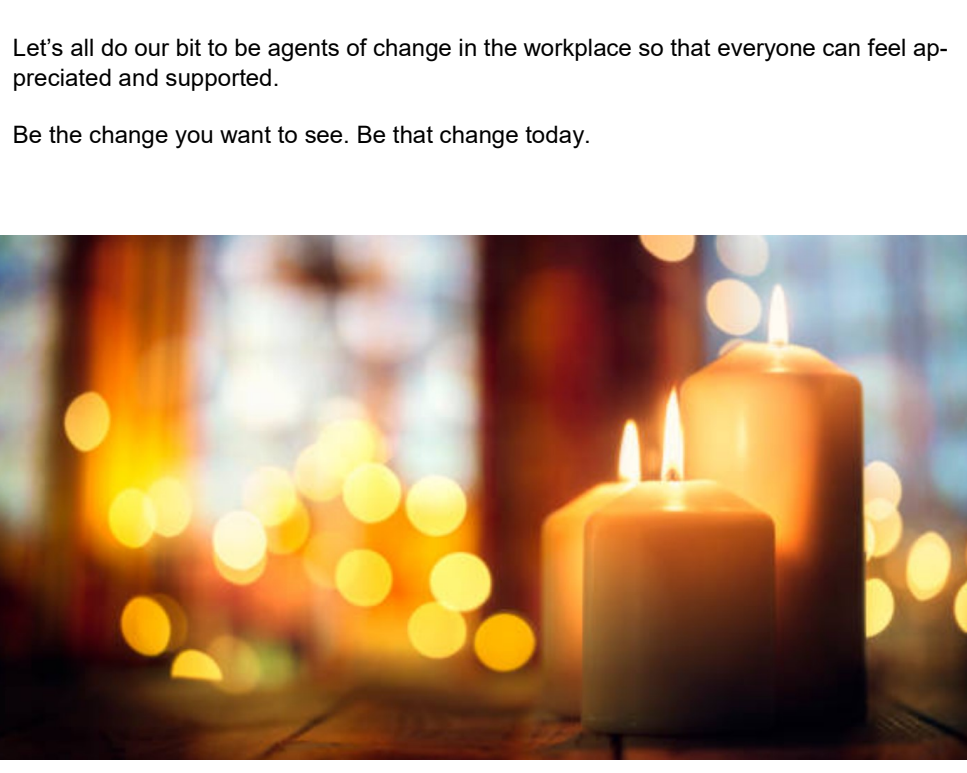
**Lead by Example.** Leaders must be approachable, empathetic, and supportive. Leaders who are genuinely concerned for their employees inspire others to do the same. Respect and solidarity are infectious.

**An "I have your back" culture.** Ensure that all employees have access to the help and guidance they need when they need it. Employees should feel that at the workplace, someone is looking out for their well-being and that of their loved ones.

Solidarity in the workplace is a fundamental requirement of a healthy organisational culture. Without it, growth will suffer. Through unity, trust and mutual support, companies can unlock the full potential of their workforce, leading to increased productivity, innovation, and job satisfaction. At a time when the dynamics of work are constantly evolving, solidarity stands as a pillar of stability and success, proving that together, we are stronger.

Let's all do our bit to be agents of change in the workplace so that everyone can feel appreciated and supported.

Be the change you want to see. Be that change today.



## Remembrance - Fr. Joe Inguanez

The 28<sup>th</sup> of August is the one year anniversary of the passing away of our much respected and loved chaplain Fr. Joe Inguanez.

Fr. Joe was an inspiration to all those who ever had the opportunity to work with him and to get to know him. He was a person of integrity with a sense of mission. A person that through his words and actions sought to relentlessly strive for justice in our society.

His work and beliefs live on through the ZHN movement to which he dedicated so much of his time throughout the years.



## Prayer Intention

Every month of the year the Pope encourages all faithful to pray as one family, the family of God, the Church, with a common intention. You can follow the monthly intentions in this [website](#).

The intention for the month of August is for political leaders.

*"We find ourselves living in a world where politics matter. As tempting as it can be to turn away in disgust from political life, we know that such passivity makes us complicit in injustice. Thankfully, phrases like 'integral human development' and the 'common good' are priceless gifts of our tradition meant to direct our attention to a fundamental fact: humans are made to live together. And the Gospel matters for how we live together"* (Fr. Bill McCormick, S.J.)

Every political leader, whether Christian or not, must embody in their calling to lead those fundamental Gospel values that transcend any form of religious practice. Values of service, working for the common good, caring for the needy in society, and working for justice and against any form of injustice and discrimination based on political allegiance, gender, faith or race.

### Prayer of the month

*"We pray that political leaders be at the service of their own people, working for integral human development and for the common good, especially caring for the poor and those who have lost their jobs"*



## Remembrance mass

We are planning a mass in remembrance of the passing away of our chaplain Fr. Joe Inguanez a year ago. Details will be posted on our [Facebook](#) and [Instagram](#) pages closer to the date.

We look forward to seeing you there.