

# Employee Assistance Program (EAP) Newsletter Article

**MARCH 2026**

“As a leader, you aren't just a manager of tasks; you are the primary filter through which your team views the organization. We often hear that communication is the backbone of success, but in practice, it's the catalyst for something much deeper: trust and community. When employees feel "in the loop," they feel valued. When they are left in the dark, productivity often gives way to speculation. This month, we are focusing on how you can leverage transparency to build a more resilient, engaged, and high-performing team. Read the following article to learn more.”

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Clinical Account Executive | FCH EAP

## Keeping Your Employees Informed About Key Issues

**Adapted from Delvina Miremadi, Life Advantages**

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### **Communication is a key element to successful organizations**

By continuously updating your employees about the status of the organization, you provide them a sense of community and trust among and between all levels of staff.

### **Communicating about other departments**

Employees may have questions about how other departments affect their work, and how their work affects other departments. In order to keep a positive work atmosphere that promotes healthy communication, arrange meetings between groups and departments.

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### **Communicating by asking for feedback**

Have employees provide written and oral feedback. When appropriate, share these comments and suggestions at staff meetings.

### **Communicating with workers about the company's financial status**

Share with employees as much as you can, explaining how each team has affected the company's financial picture. Supervisors can use sales or supply expense reports to demonstrate how much each team has contributed.

### **Communicating about outside challenges**

Use outside, competing companies to inspire a competitive edge to your workforce. Examining competing products during meetings is a great way to discuss the competition your company is up against, and generate ideas to help set your company apart from the competition. Mutual vendors and distributors can also give supervisors insight into how your company and outside companies are viewed in your market.

### **Communicating about job performance**

Tell your employees daily about job performance. Clearly defining goals and reminding employees of these goals is crucial to company success and allows employees to critique their own performance.

Call us at 800-777-4114.

Your clinical account executive is your front-line support when dealing with tough HR situations. Consult with us about referring employees to the EAP. When in doubt, encourage employees to call the EAP directly. Our team can discuss their needs and review the EAP services available to them.

***If you or someone you know needs the Suicide and Crisis Lifeline, call or text 988 or use the chat function online at [988lifeline.org](https://www.988lifeline.org).***