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VALUE TALK

A MONTHLY NEWSLETTER BY ADD VALUE CONSULTANTS

Add Value Consultants is a leading Management Consulting Firm serving Indian Industries. This Newsletter is an endeavor to provide updates, understanding and sharing of global practices to the Business Owners, Managers, Academicians and Executives.

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Editorial Team
Chetan Bhojani and
Team - Add Value Consultants

E-mail:
chetan.bhojani@gmail.com

Editorial Note

Dear Readers,

Mid term US Eections to upadtes on war front to Diwali holidays, the whole month passed throgh a lot of happening. We had an excellent event EXIm Conclave where enthusistic exporters and family business owners gathered to shape of the business culture of Jamnagar. Also on the another front, October, being celebrated as World Mental health Month, comapnies have started looking a fresh at Employee mental health. Traditional Employee Assistance Programmes (EAPs) are being replaced by more concise and structured, outcome oriented programes .
We have covered one of the most talked about issue of Employee mental Health with a fresh approach here. I am sure, our readers would love this and will have close interaction towards creating a Happy and health society.

Regards,
Chetan Bhojani

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VALUE WAVES

EMPLOYEE MENTAL HEALTH: BUILDING A COUNSELLING MECHANISM THAT WORKS BY CHETAN BHOJANI

Waiting for employees to seek help is not a strategy. A structured counselling mechanism catches problems early, supports people quickly, and relies on trained line managers as its first line of support.

1. Detect early signals

Managers are closest to the day-to-day, so they should watch for change from a person's normal pattern:

- Missed deadlines, dropping quality, or difficulty concentrating
- Withdrawal from the team or reduced participation
- Irritability, visible fatigue, or emotional outbursts
- Frequent absence, late arrivals, or unusual overworking
- Changes in appearance or energy

One sign is not a diagnosis. A pattern over two to three weeks is worth a conversation.

2. Train line managers

Managers are not counsellors, and should not try to be. Training should cover:

- Recognizing early warning signs
- Opening a caring, non-judgmental conversation
- Listening without advising or labelling
- Protecting confidentiality
- Knowing when and how to refer

3. Create a clear pathway

1. Notice: the manager observes a pattern.
2. Talk: a private, supportive check-in.
3. Refer: to HR, the EAP, or an external counsellor, with the employee's consent.
4. Support: short-term workload adjustments or flexibility.
5. Follow up: a check-in after two to four weeks.

4. Make counselling accessible

Offer confidential sessions by phone, video, or in person, with a choice of counsellors and assured privacy from managers.

5. Review and improve

Track anonymous usage, pulse survey results, and manager feedback, not individual cases.

A trained manager who asks "How are you really doing?" at the right moment can change someone's path. Build the system, train the people, and let early care become part of how we work.

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EXIM Conclave 2026 @Jamnagar, organized by Ahmedabad Management Association (AMA)









OUR FOUNDER, MR. CHETAN BHOJANI, WAS INVITED BY AHMEDABAD MANAGEMENT ASSOCIATION (AMA) TO SHARE HIS EXPERTISE AT THE FIRST-EVER EXIM CONCLAVE IN JAMNAGAR. AN OPPORTUNITY TO EXCHANGE INSIGHTS AND EXPLORE NEW POSSIBILITIES IN GLOBAL TRADE.

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