



# Here's who and what you missed at (Em)Power Women: Find Balance in the Busy

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In a room full of working women Thursday morning, one of the speakers took a moment to congratulate everyone for taking time out of their busy lives to gather. And if you were a few minutes late so you could have some extra time with your children that morning ... there was a call to gracefully accept that, as well.



The Albany Business Review hosted its (Em)Power Find Balance in the Busy event at The Century House. The gathering included a panel discussion moderated by Melissa Mangini, editor of the Business Review.

Panelists included:

- Cianna A. Freeman-Tolbert, Whiteman Osterman & Hanna
- Joelle Monaco, Mental Health Association in New York State
- Benita Zahn, B Your Best with Coach Benita

The event was sponsored by Bank of America and Ostroff Associates. Series supporting sponsors are NYSID and NYOH.

Here are the main takeaways from the discussion:

- The idea of balance is overrated and should be replaced with integration and boundaries.
- You don't do good work when you're burnt out, so set a self-care example in the workplace. Leading from the top and telling employees you're taking a mental health day sets the tone for others who might need it.
- Business should start putting money behind mental health trainings. Those who are struggling aren't performing their best and can actually lead to losses in the company, but providing training and tools for workers will show a return on investment. Training should also teach leaders how to respond to struggling employees and how to make a workplace psychologically safe for people to reach out.
- The strategy of time-blocking should be used outside of work to prioritize what's important to you, like time you dedicate solely to the gym.
- Take your lunch break and make it nonnegotiable.
- In learning to balance what's important, ask yourself: "Is it my highest and best use?" Learn to say "no" once a day.