

The Pillars of Spotify's Heart & Soul Strategy

Raising awareness and building knowledge to bring a greater understanding of mental health

We started building our strategy in 2018 with a series of focus groups to ask what employees wanted and needed from Spotify.

We mobilized our Mental Health Ambassadors: 75 globally distributed employees trained as Mental Health First-Aiders who spend two hours per week spreading the Heart & Soul message, planning and driving initiatives, and ensuring that mental health is being approached in a locally relevant way.

Enabling self-care and professional support so that everyone can find their own way of taking care of themselves

We created a Global Domestic Abuse Support program during the COVID-19 pandemic to address the increase in physical, sexual, psychological, and economic abuse occurring as a "shadow pandemic."

We developed a program for Substance Awareness and support.

We situated our mental health work within our diversity, inclusion, and belonging (DIB) strategy to proactively address mental health access inequity and provide unique resources for marginalized groups.

Normalizing the conversation to reduce mental health stigma

We launched our employee-informed strategy in 2018 with support from Spotify's executive team members, who shared stories from their own personal mental health experiences.

We utilized our semi-annual Tune In survey to ask employees questions about a variety of topics across mental health, including their comfort in approaching their manager for mental health support, how we support mental health advocacy as an organization, and their sense of belonging at Spotify.

Spotify Mental Health Tips Compare

**Santiago Gascon, Adrian Alacreu-
Crespo, Jorge L. Ordóñez-
Carrasco, Carla Maria Santos De
Carvalho**

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Experiences of Mental Health Promotion and Suicide Prevention Santiago Gascon, Adrian Alacreu-Crespo, Jorge L. Ordóñez-Carrasco, Carla Maria Santos De Carvalho, 2025-04-30 The prevalence of mental disorders and their most dramatic extreme suicide is growing at an alarming rate Even developed countries are experiencing a collapse in their general and mental health services with care as it has been known up to the present becoming increasingly important It is a problem difficult to solve at the moment For this reason in recent years experiences have been developed in different countries in terms of training volunteer health promoters coordinated by professionals who work in different areas in terms of early detection providing support and implementing activities that promote wellbeing These experiences have in common the fact that they consider people not so much as patients or users but as agents with the capacity to participate and with the need to acquire and transmit control over their health The aim is to showcase a collection of research articles that report results of the benefits of various actions in which the promotion of mental health becomes a concern of the individual and the community

Information Technology for Management Efraim Turban, Carol Pollard, Gregory Wood, 2025-03-05 Comprehensive coverage of developments in the real world of IT management provides a realistic and up to date view of IT management in the current business environment Information Technology for Management provides students in all disciplines with a solid understanding of IT concepts terminology and the critical drivers of business sustainability performance and growth Employing a blended learning approach that presents content visually textually and interactively this acclaimed textbook helps students with different learning styles easily comprehend and retain information Throughout the text the authors provide real world insights on how to support the three essential components of business process improvements people processes and technology Information Technology for Management integrates a wealth of classroom tested pedagogical tools including 82 real world cases highlighting the successes and failures of IT around the world interactive exercises and activities whiteboard animations for each learning objective high quality illustrations and images boxed sections highlighting various job roles in IT management and giving examples of how readers will use IT in their career as a marketing accounting finance human resource management productions and operations management strategic management or information technology professional or as an entrepreneur and illustrative innovative uses of information technology Now in its thirteenth edition this leading textbook incorporates the latest developments in the field of IT management based on feedback from practitioners from top tier companies and organizations New topics include Network as a Service NaaS hybrid cloud cryptocurrency intent based networking edge analytics digital twin technology natural language generation and many more New How will YOU use IT boxes directly inform students in all majors about how IT will impact their careers Equipping readers with the knowledge they need to become better IT professionals and more informed users of IT Information Technology for Management Thirteenth Edition is the perfect textbook for undergraduate and graduate

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The Music Industry in the Digital Age Richard Frenneaux,2025-08-07 The Music Industry in the Digital Age examines at the major shifts brought about by digital technology and platforms in the music industry Frenneaux looks at how digital production tools social media and streaming services have impacted music distribution creation and consumption Along with addressing the challenges of sustaining employment in a fractured attention economy the book examines the democratization of music production and the ascent of independent artists It looks at how record companies producers and A R s changing roles in a data driven environment as well as how algorithmic curation affects genre boundaries and music discovery Frenneaux explores the demands of continuous engagement and the complexity of artist fan relationships in the social media age The work also tackles important concerns such mental health in the music industry and how platforms like TikTok affect virality and marketing for music Combining knowledge from academics industry professionals and artists the book presents a complete picture of both opportunities and challenges in the modern music industry Frenneaux balances artistic integrity with commercial viability in an always changing digital environment by exploring subjects including streaming economics DIY ethics and the blurring of mainstream and independent production so offering a nuanced view of how digital disruption continues to shape the future of the music industry

Social Convergence in Times of Spatial Distancing: The Role of Music During the COVID-19 Pandemic Niels Chr. Hansen,Melanie Wald-Fuhrmann,Jane Whitfield Davidson,2022-07-19

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