



Stress Management

"A business that is well led will be able to cope with high levels of pressure and change without causing stress".

A survey of HR professionals concluded that the biggest cause of workplace stress is the pace of change. A US survey revealed that over 60% of employees believed that the most stressful aspect of their job was their immediate superior.

83% of employers believe that stress has an adverse effect on their organisations' productivity 70% of HR professionals feel that stress is a problem in their organisation. 51% think that it has become more of an issue than it was a year ago.

The pressure of competing in a fast changing world will never reduce and it is probably true that the most successful businesses in the future will be those best equipped to deal with the pressures without creating unsustainable levels of stress within them.

Stress can be defined as
"The adverse reaction people have to excessive pressure or other types of demand placed on them".

One study concluded that stress reduced net profit by 14% and there is evidence that 60% of sickness absence and 40% of staff turnover is due to stress.

Managing stress requires:

- ✔ Putting a strategy in place
- ✔ Increasing the quality of leadership at all levels
- ✔ Providing support programmes
- ✔ Managing change effectively, which is very much a question of leadership.

"The role of management is not about the preservation of the status quo. It is about maintaining the highest rate of change that the organisation, and the people within it, can stand". Sir John Harvey Jones

Benefits of managing stress effectively:

- ✔ You compete more effectively, growing your market share and entering new markets successfully because you handle pressure and change better than your competitors;
- ✔ Your profitability improves because your people are more productive, you lose less time due to sickness and staff turnover is reduced
- ✔ You fulfil your duty of care to your people
- ✔ You eliminate your growing risk of being sued for compensation or of enforcement action by the HSE.

The LeaderShape approach

- ✔ We help you to develop your strategy and policies;
- ✔ We carry out stress audits to identify hotspots;
- ✔ We help you to develop your leaders, eradicating the causes of stress;
- ✔ We help you to put the right support programmes in place;