



MANAGING STRESS AT THE TOP

Stress Management Solutions for the Boardroom

A 1-hour Stress Management Briefing

Why is this Briefing Essential?

- Are you working 24/7?
- Are you under constant pressure to meet targets?

Unfortunately, it is a fact that many Directors and Senior Managers have not been trained in stress-management and often experience serious problems in trying to manage the continuous pressure of their responsibilities.

Middle managers can be the worst affected as they have to deal with pressure both from above and from below.

In the high pressure working environment that is today's business culture, where time is quite literally 'of the essence', **employers need to value and recognise all members of their team** in order to obtain the optimum output from each person and utilise everyone's abilities to the full. Senior managers also need to **recognise the importance of 'pressure proofing' themselves**, and to acquire the skills to do so. Solutions to this problem have to come from Board level, and be cascaded throughout the organisation.

Our Solution

Companies throughout the world need to learn from the UK experience where employees are going to Court to claim compensation for work-related stress. As an Expert Witness before the UK Courts, and author of *Tolley's 'Managing Stress in the Workplace'*, Carole Spiers will show you how to introduce preventative measures to either eradicate or minimise work-related stress and enable everyone in the organization to do their jobs more effectively in a stress-free environment. Carole writes about the high profile UAE stressors in her weekly column in Gulf News

<http://www.carolespiersgroup.co.uk/gulf.html>

This briefing will give you cutting-edge strategies for implementation immediately after the programme.



Who Is The Briefing Designed For?

Senior Management Team members

Aim of the Briefing

- The briefing is a structured and focused 1 hour session designed to provide your organisation with an essential overview of the core components of stress and its management.
- It is also designed to explain how delegates can recognise workplace stress and better support employees, thereby improving the culture of the organisation so that pressure is managed and stress is not an issue.
- This programme will provide an introduction to other stress management initiatives that could be staged at a later date.

Key Outcomes

The programme is based on one of **CSG's** core stress management courses, which has helped thousands of delegates to recognise stress in themselves and others; learn stress management coping strategies to manage pressure effectively; and take back control of their lives.

Following the programme, delegates will be able to:

- **Calculate the true cost of workplace stress**
Absence, disruption, general under-performance - see how it all adds up
- **Identify where it starts - workplace pressures**
The many forms of pressure that develop into stressor-elements
- **Recognise stress-related signs and symptoms**
Familiar signs and signals that indicate a pressured employee
- **Identify proactive and preventive strategies**
Well-tested stress management strategies, and when and how to access further support



'Our mission is to empower organisations to achieve sustainable success through a healthy corporate culture'.
Carole Spiers



Key Elements of the Briefing will Include:

The Business Case for Managing Stress

- Why the need to do so – updaters on current industry situation
- An overview of current best practice
- Effective performance management for increased performance and productivity

Calculating the True Cost of Workplace Stress

- Symptoms of an unhealthy workplace culture
- Absence, disruptions, general under performance – see how it all adds up
- The managerial role in relation to pressure management– in particular the need for early recognition of stress-related problems

Pressure-Proofing the Individual

- How pressure hardens into stress, with huge hidden costs
- Spotting familiar signs and signals that indicate a pressured employee
- Encouraging individuals to report their problems openly and frankly

Creating a Healthy Culture

- Proven anti- stress strategies for dealing with stress in the organisation
- Recognising and valuing individuals in the organisation
- Appreciating the need for effective communication especially during periods of change

Use this Boardroom briefing as a first step towards proactively combating stress using both organisational and individual interventions.

Questions and discussion are actively encouraged both during and at the end of the briefing, the duration of which is made flexible to fit into the schedules of senior managers.

Book a Briefing

Please contact Carole or our offices (see below) for information on prices and timings.

Established in 1987, the Carole Spiers Group (CSG) has established a valuable niche in the field of workplace stress management, working both in the UK and internationally, to bring proven benefits to clients such as Abbey, AXA, Bank of England, Etisalat, Financial Times, Ducab, Tecom (Dubai), Panasonic, Rolls Royce, Walt Disney, Unilever, Zawya (Dubai) and many others.

For more information on **CSG's** services including stress management training, post trauma support, mediation, employee counselling, coaching and mentoring services, please contact us:

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