



Secret #3: Healthy Teams, Healthy Profits

Tips from
Stress Expert, Carole Spiers

Introduction - Secret #2: How to Lead by Listening



How healthy is your business?

Did you know that (according to the Mental Health Foundation,)* over 12% of all sickness absence days in this country can be attributed to mental health issues? Better support in the workplace can save businesses up to £8billion per year by reducing presenteeism and absenteeism.

Boosting health and wellbeing to the top of your agenda makes sense for the welfare of your employees and the long-term success of your business. Here's how to do it.

Action 1 (Have a strategy):

How can you tell if stress is the underlying issue?

Putting a health and mental wellbeing strategy in place will safeguard productivity and give employees and managers professional confidence in your organisation. Your starting point should be a wellbeing audit which will help identify your key objectives and inform your strategy.

Action 2 (Introduce wellbeing champions):

Once the strategy has been agreed, you can introduce a network of Wellbeing Champions across the business who will drive the new agenda. They will reach out to staff and provide wellbeing initiatives that promote healthy lifestyles and positive mental health.

Action 3 (Train your teams):

When your employees enjoy robust physical and mental health, they'll be happier, more engaged and much more productive. Comprehensive wellbeing training will increase your teams' resilience levels, improve their health and help them cope with work pressures, which is great news for your reputation and your bottom line.

These are my 3 top actions for developing a culture of wellbeing and improving the health of your business.

If you'd like to know how to manage change with style, read the final eBook in this series.



The Author: Carole Spiers

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Leading Authority on Work Stress and Change Management

Carole is an internationally acclaimed, Motivational Speaker who shapes attitudes and alters mindsets. An industry expert on stress in the UK and the Middle East for senior Executives who need to perform well under pressure, Carole shows leaders how to communicate effectively; build resilience and reduce stress, so that they and their teams can respond successfully to the everyday challenges of management.

As CEO of an international Stress and Wellbeing consultancy, Carole is author of *Show Stress Who's Boss!* and *Tolley's Managing Stress in the Workplace*, commissioned by Lexis-Nexis. As a popular BBC guest broadcaster, she is the media's first choice for comment on work-related stress.

Carole's focus is on developing a healthy workplace culture through the successful management of stress and organisational change – all of which is underpinned by a compelling philosophy reinforced by her own experience as an Expert Witness before the UK Courts.

Carole is a Fellow and Past President of the Professional Speaking Association, London. She is currently Chair of International Stress Management Association (ISMA)UK, (a charity and professional association) and founder of National Stress Awareness Day. The objectives of ISMA is to reduce the stigma associated with stress and mental health.

Carole is UK-based, but is regularly contracted to speak in the Middle East and Europe. A biography of Carole can be found on Wikipedia https://en.wikipedia.org/wiki/Carole_Spiers

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