



#### Who Should Attend?:

This workshop is designed for managers who are called upon to help make their organizations more productive. It is especially relevant for executives as well as senior and mid-level managers. Staff managers involved in human resources, quality management, and organizational development also benefit from attending.

## Managing Stress

### Training & Development Module

**An interactive workshop designed to provide your management team with a solid understanding of the management of stress and a broad range of stress reduction strategies and tactics.**

#### The Problem:

Stress amongst employees plagues many otherwise healthy organizations. It is a product of driving forces, both inside and outside the individual. Poor stress management costs organizations in a multitude of ways, including lost time, wasted energy, financial loss, and high staff turnover.

Despite the widespread, insidious nature of stress, many managers are unable to assist their staff in managing their stress. In order to achieve optimum levels of staff morale and productivity managers must be able to identify individuals with high levels of stress and quickly assist in managing it.

#### The Solution:

Our Development of Stress Management workshop provides participants with an array of tools to recognize stress in their employees, reduce internal stress for their employees, and assist in the management of stress.

Some of the key features of the workshop are

- opportunities to learn from the first hand experience of expert stress management practitioners;
- opportunities to engage in interactive simulations and role-playing; and
- opportunities to share ideas among and network with managers from different fields.

#### Learning Outcomes of the Stress Management Workshop:

At the end of this workshop, participants will have gained the ability to

- understand external and internal stressors;
- be able to identify highly stressful situations;
- take preventative measures in stress management;
- work through the stages of stress management;
- measure the risks associated with poor stress management;
- deploy appropriate strategies and tactics to manage , and assist in the management of self-awareness;
- demonstrate to their organizations the cost benefits of having employees that are able to manage stress; and
- help create a positive workplace atmosphere that fosters efficiency and productivity.

#### Benefits of Attending the Stress Management Workshop:

1. Be able to identify poor stress management.
2. Learn to select and implement the most appropriate strategies and tactics.
3. Move from identifying symptoms to managing stress.
4. Reduce loss of productive time due to high levels of stress.
5. Decrease workplace stress.
6. Lessen the impact of stress on an organization.
7. Make the link between employee stress and organizational costs.

People. Leadership. Results.



## About Us

The Fulcrum Group is an established and proven executive coaching, consulting, and training company that helps organizations improve their leaders and achieve optimal business productivity.

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## Program Content:

### The Anatomy of Stress Management

- Review of participants expectations, values, and experiences
- Role of a person who intervenes poor stress management
- Definition and causes of stress in an organization
- Levels of stress
- Stages in the management of stress
- Poor stress management as a weapon
- Styles of intervention
- Review of strategies and tactics
- Demonstrations and practice sessions
- Daily Learning Register

### Trying Out the Options

- Group problem-solving as a pre-emptive or mitigating tactic
- Mediation as a technique and process
- Training those with poor stress management
- Assisting with the management of stress
- Using positive processes
- Going to the top: System-wide interventions
- Demonstrations and practice sessions
- Daily Learning Register

### Principles and Practices

- Responses to and consequences of poor stress management
- Cultural differences in stress management
- The organization as a "community of interest"
- The stress management intervener: A catalyst for positive growth
- Measuring the effects of stress management
- Measuring the effects of intervention
- Building a well stress alleviated culture in an organization
- Further reading in stress management
- Workshop evaluation and research questionnaire