

The Daily Grind – A Manager’s Role in Reducing Stress in the Workplace



Program Overview

Stress is needed to function. This program differentiates positive or ‘performance’ stress (Eustress) and negative stress (Distress) that can build into unhealthy workplace outcomes such as poor performance, absenteeism, resignations, stress claims, changes in behaviour, bullying and harassment issues. By providing an opportunity to identify stressors in the workplace, understand what happens in the body/mind under stress and identify ways to reduce stress, this program is an excellent vehicle for providing a toolkit to mitigate the negative effects of stress in the workplace.

Suitable for those leaders wishing to identify triggers for stress in their team and build strategies to mitigate the risk of overwhelm, this program focuses on early conversations that can support team members to get themselves back to peak performance by managing their own stress. This includes personal habits and work-based activities to help release both daily and cumulative stress before it becomes unhealthy.

Program Information

- » **Pre-requisites:** Some experience in managing others
- » **Method of delivery:** Face-to-face training
- » **Duration:** 1 day

Audience type

Team leaders, managers, supervisors, change agents, HR representatives, internal coaches and mentors, safety professionals

Learning Outcomes

Participants will be able to:

- » Define types of stress and contrast these with crisis, trauma and anxiety
- » Recognise the difference between reactive or day-to-day stress that can be easily released and stress that can build up over time to become more significant
- » Understand the physiological, cognitive and emotional reactions to stress
- » Develop coping mechanisms that work for you and that you can recommend to others
- » Understand a manager’s role in dealing with a root cause that may trigger reactions
- » Know how to build a trusting environment where ‘speaking up’ can help individuals prevent workplace pressure building to an unmanageable level
- » Use a simple-to-understand conversation process that helps an individual return to normal functioning naturally