

STRESS MANAGEMENT FOR LEADERS

AUDIENCE

FL Front-Line Leaders

LL Leaders of Leaders

FORMATS

In-Person: 2 hrs.

Virtual: 2 hrs. X
3 sessions

“Every mountain is two mountains: the one that urges us to climb and the one that punishes us when we do.”

COURSE OVERVIEW

The overarching goal of this course is to help leaders breakthrough burnout, build resilience and take back control of their professional and personal lives. Over 60% of leaders report workplace stress as the number one source of burnout. Remote and hybrid working environments are in many cases adding to the stress burden when the lines between home and work become blurred; work stress becomes life stress.

Some level of stress can be quite healthy. It can actually increase your overall work effectiveness and life satisfaction. But when our stress level, in any area of life, exceeds our ability to cope, this is when it becomes problematic. And the negative impact can accelerate rapidly. Stress is your body’s internal alarm system that keeps a pulse on your safety. It signals your mind and body to respond when change occurs, whether that change be expected or unexpected. Your body responds to these changes physically, mentally, emotionally, and behaviorally.

The good news is you have a choice. How and when you choose to respond to stress could make the difference between calm and chaos. In this course you will learn:

- How to develop self-awareness and mastery of your mind.
- How to minimize the stress YOU place upon others.
- How to identify the overt and subtle sources of stress in your life.
- To eliminate and/or reduce stressors where possible.
- To develop coping mechanisms that increase your stress management capability.
- To develop a personal plan for permanent stress mastery.

Dee Hock
- *Autobiography of a Restless Mind.*



ORGANIZATIONAL IMPACT

- 1** Leaders become more conscious of interactions between various sources of stress in every area of their lives.
- 2** Leaders become more self-aware of how THEY may inadvertently create stress for others in every area of their lives.

- 3** Stress becomes viewed as a potential positive resource to drive innovation and job satisfaction, when properly managed.
- 4** Communication is improved at every level of the organization resulting in fewer misunderstandings and stressful conflicts.

- 5** Leaders who are emotionally self-aware become “models” for other employees to develop a similar level of self-awareness.
- 6** Leaders build confidence and capabilities for dealing with difficult situations and challenging people.

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LEARNING JOURNEY (3 Virtual sessions or 1 onsite classroom session)

Pework

- Stress Coping SkillMap*
Self-Assessment

What is Stress?

- Positive vs. negative stress
- Vital for life satisfaction

5 Stress Management Keys

- Supportive relationships (at home and work)
- Work patterns and boundaries
- Relaxation techniques
- Physiology
- Nutrition

Interession Activity**

Curriculum Highlights

Mental Strategies

- Alter
- Avoid
- Accept

Stress at Work

- Costs of stress on the job
- Burnout/overload symptoms
- Stress Self-Evaluation
- Practical everyday tips

Interession Activity**

Personal Life Stress

- Common sources
- How these impact work

Personal Battery Drainers

- (Some) people
- (Some) Responsibilities

Personal Battery Chargers

- (Some) people
- (Some) responsibilities

Stress Coping Mechanisms

- Mindset shifts
- Physiology changes

Post-Work

- Action Planning
- 30-60-90 Day Action Plan Reviews *
- Virtual, Group Touchpoint Session *

*Optional

**Virtual sessions only

LEARNING OBJECTIVES

- Understand that stress is an unavoidable part of everybody's professional and personal life, and the benefits of positive stress.
- Recognize the symptoms of positive stress, and the symptoms that tell you when you have chronic stress overload.
- Recognize the unique stressors that impact leaders in the workplace.
- Recognize the role leaders play in creating workplace stress for others.
- Create a personal action plan to help reduce and manage stress.
- Learn how to recognize and change the situations/actions that can be changed. And to deal better with situations/actions that can't be changed.
- Determine why it's important to develop self-awareness of stress and how meditation can help.
- Recognize symptoms of burnout in others and how you can help.
- Explain common individual differences in stress management styles.
- Describe strategies that help handle the physical, mental, and emotional sides of stress.

EXPERIENCED FACILITATORS



Teresa D.



Mike E.



Audrey H.



Norma G.



Sharon E.



Themum C.



Dr. James K.



Phil C.



Silvia F.

Our global team of facilitators is ready to deliver this program now. We can also train your facilitators to deliver the program internally if needed.