

Mastering Hybrid Management

Overview

Our working habits have changed rapidly and permanently over the last few years. What started with a need to accommodate the restrictions of Covid-19 has become an accelerated new normal.

Gone are the days of autocratically assuming a job will be office-based. Indeed, the expected 'norm' today is home-based or hybrid working and this presents a new set of challenges and demands a new set of skills for today's people managers.

This one-day workshop looks at four key areas of consideration for successfully managing in a hybrid world:

- **Communication**
- **Culture, Trust & Engagement**
- **Time and Meeting Management**
- **The Hybrid Mindset**

It challenges people managers to consider the specific issues that hybrid and homeworking present in these areas and supports them to find the answers that are the best fit for their team and organisation.



Content

The Circus of Life will remove the stigma and lack of knowledge and understanding that surrounds stress and mental health issues.

The first part of the workshop focusses on understanding what stress actually is (medically) and how it is linked to both physical and mental illness. It also looks at the signs and symptoms for all 6 mental health illnesses allowing staff to spot the signs early – in themselves and in others.

It's all very well having this knowledge but, if we want to stay well, we need to be proactive in the management of our stress and wellbeing and that is what part 2 of the workshop is designed to do.

It looks at three key areas of resilience, growth and wellbeing – identifying and tackling stress points, balance, destructive thought patterns and internal chatter. It also looks at how we can develop a growth mindset and teaches proactive (and reactive) approaches to wellbeing.

Aims

- Full understanding of stress and how it can lead to mental health issues
- An understanding of the 6 mental health illnesses (based on advice published by MHFA England)
- Lower stress levels and increased resilience in the workplace
- A proactive approach to reducing stress and maintaining positive wellbeing

Results

- A greater understanding of mental health issues and how these can be related to stress
- The ability to spot the early warning signs in themselves and in others
- Raised confidence in talking about stress and mental health issues
- A proactive approach to reducing stress and managing their own wellbeing

FACTS & STATS

- Around 17million working days were lost in the UK to sick leave caused by mental health in 2022; (HSE 2022)
- There has been a 25% increase in the cost of poor mental health to businesses since 2019
- 61% of employees who leave are citing poor mental health as the main reason
 - Recruitment costs have risen substantially
 - Presenteeism costs (historically more than twice the cost of absenteeism) have risen substantially and are further complicated by remote and hybrid working



Delivery Options

FACE TO FACE or VIRTUAL

The Circus of Life is normally a one-day workshop for all staff running from 09:30 – 16:00. However, shorter versions are available.

Please ask for more information.

ONLINE LEARNING

The Circus of Life workshop is also available online