

# Positive People

Produce Positive Results



Information pack on leading a better and safer workplace towards sustainable high performance and business productivity brought to you by **Positive Productivity Network**.



## Workplace Stress

Every year businesses in Australia are losing billions that can possibly be avoided if adequate attention is given to their most important assets, the workers. Organisations aiming for better productivity should support their workforce especially when it is faced with challenges in

Changes all around us are happening with increasing rapidity and most of the times employees and executives find themselves in a difficult position. Some individuals might find the changes exhilarating and motivating but for most it can cause distress and affect their performance negatively.

The efficiency of the employees is a crucial factor to the success of any business industry. Their skills, knowledge and experience are usually developed in order to make them more competent. However, an organisation should not overlook the well-being of their employees.

Nowadays, businesses are starting to focus on the safety of their workplace and the mental health conditions of their employees. The rise in financial costs due to workplace related accidents, productivity issues such as absenteeism as well as the psychological or psychiatric injury claims filed by their employees has encouraged organisations to look closely at the root causes of these problems. The main reasons why these are all happening is more or less due to workplace stress.

Stress itself is not considered an illness but the reaction of individuals to their environment and the circumstances around them. It is even deemed helpful in certain occasions but in being under it in the long run can cause health-related issues and behavioral changes that is detrimental to one's performance. Workplace stress should not be taken lightly as this can directly impact the employee's productivity and can significantly cause a dent in the profitability of the business.



Sustainable high performance can be achieved not by the absence of stress but by identifying the root causes of stressors, understanding their impact and managing them to bring out one's maximum potential.

### Ten signs of an unhealthy workplace:

- Working conditions are unsafe and unpleasant due to unsuitable work environment.
- Unclear goals and expectations or lack of proper escalation procedure
- No clear and defined roles for workers causing confusion and conflicting demands
- Too much workload or long-hours culture leading to inability to complete tasks within personal or company standard time
- Absence of proper employee representation and consultation which can disable the opportunity to voice complaints
- Low levels of recognition and rewards for good performance
- Poorly managed relationships that tolerate harassment and bullying
- Inadequate peer or management support especially during changes
- Minimal or no opportunity to use and develop personal skills and talents
- Autocratic management with no transparency in business processes



Exhaustion is one of the most common signs that a worker's well-being is in danger.

When a workplace doesn't promote well-being, workers are at high risks to suffer from stress which will eventually lead to unproductivity.

### Here are the most common signs to watch out for:

- *Rising sickness and high absence rate*
  - more complaints about headaches and muscle pains, high blood pressure, indigestion
- *High staff turnover*
  - increased unwillingness to cooperate or accept advice
- *Lack of motivation and low morale*
  - becoming withdrawn, unwillingness to participate, lack of enthusiasm when working
- *Reduced performance*
  - inability to concentrate, failure to finish tasks on time, low quality output
- *Changes in behaviour*
  - increased irritability or aggression,

Obstacles of workplace safety are not limited to what are given above. It is necessary that identifying these characteristics in a workplace setting and managing them can produce long-term results. On the other hand, if these issues are left unchecked, they will become sources of workplace stress.



## Ronita Neal

### The Leadership Developer

Specialises in strategies for sustainable high performance, prevention and management of workplace stress, coaching for employee engagement and effectiveness, effective communication for leaders and teams and successful rehabilitation strategies following workplace injuries.

“ Recent research from a number of areas indicates that many of the strategies that have been popular in business to increase employee performance can actually be counterproductive, and result in falling engagement, productivity, and profitability. ”

This is largely because these strategies do not take into account the complex nature of how humans actually appraise and react to their work environments, work duties and work colleagues (especially their manager).

**Ronita Neal** helps business leaders to develop a sustainable high level of performance for themselves, their teams and their organisations using Innovative Techniques. This leads to better business outcomes by allowing them/you to enhance the drivers for engagement and productivity while minimising risks or barriers such as stress and lack of trust. This can result in improved outcomes such as increased profitability, employee and customer loyalty, and sales while reducing staff turnover, costs associated with “absenteeism”, and legal or workers compensation costs. Engaged employees generally love coming to work, are motivated to do well and are willing to “go the extra mile”. This results in an improved organisation “culture” and generally allows for the attraction and retention of the best applicants for available positions.

Her approach is informed by research from the areas of business, positive psychology, neuropsychology, and coaching psychology, as well as 25 years of experience in the prevention and management of occupational psychological injury, to help lift performance to a high level in a way that can be sustained over the long term.

Using a combined framework from the areas of Neuropsychology, Occupational Positive Psychology and Coaching Psychology, Ronita Neal has devised programs to help Leaders and Workers to boost both their personal and their team performance (through improved engagement and productivity) in a sustainable way.

**The Programs can be delivered at 3 levels:**

**Whole of Business Level:**

through the Positive Productivity Program

**Executive Level:**

through the Positive Leadership Program and The High Performance Program

**Team Level :**

through the Work Stress Solutions Program and the Maximum Motivation Program

Knowledge is provided and skills are developed through a number of delivery methods including workshops (face to face and Virtual), Online Self Study modules, and Implementation Support (coaching either face to face or virtual).

These programs can be delivered to either groups or individual formats.

In every case the focus is on building an awareness of how the human MIND works, and factors that influence how it reacts in the complex intersection between organisation, management and individual. Strategies for self awareness and self management are developed first, followed by the development of skills and strategies to better understand and manage others in a MindWise way.





Better business outcomes using the science of the mind is the goal. The combined research and tools of the program created a simplified system or set of guiding principles to provide organisations the following benefits:



### **Stress Management**

Unmanaged stress is one of the most destructive factors in an individual's performance. Its results which can lead to productivity issues are costing Australian businesses billions every year. Identifying the causes of stress, assessing their risks in both personal and company levels and working to manage them will create a more conducive workplace and improve the worker's efficiency.



### **Sustainable High Performance**

Band aid solutions to immediately address worker's low performance will only waste time and financial resources. In-depth assessment and creating specific programs will develop the right mindset and attitude towards work which will cultivate a positive outlook, job satisfaction and higher motivation to improve one's role in the business.



### **Bringing Out the Maximum Potential of Workers**

Problems in the workplace are caused by factors both inside and out that can impede the capacity of an individual. By identifying obstacles which are unique in every individual or situation, a more targeted approach can be formulated and put into action using available resources to bring out innate potentials that will hone the skills and discover new abilities.



### **Executive Coaching**

Workshops and individual programs for leaders can help in learning strategies and techniques that are useful in changing negative behaviour and overcoming limiting thought patterns especially in dealing with workers. Through clarifying personal aspirations and integrating it with that of the business' goals, better management skills will grow that can lead to personal and business accomplishments.



### **Higher Productivity and Profitability**

Having a safe workplace, happy workers and strong leadership are essential in creating a successful business. An organisation can thrive without one or two of them but in the long run will still result to liabilities that can bring businesses to the ground or produce unsatisfied clientele or even both. The desire to create a better business environment and well-being is a dedication for any organisation that aims for success.

# You have the power to tip the business scale.

"A business can only thrive if it can identify the various obstacles that can hinder productivity and development and implement strategies that will benefit not only growth and profitability but also its workforce."



Find out how your business is doing.

Schedule a **FREE Productivity Profile Analysis** by sending us an email at [info@positiveproductivity.com.au](mailto:info@positiveproductivity.com.au).

The road to success is already in front of you. Take action and watch how it can change your **business** and **you** for the better.



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