

Invest in health and wellbeing and protect your bottom line:

Reducing absenteeism due to stress related and mental health related sickness in the workplace

Programme Developed by Carol Bogg
Group Chief Executive Phoenix Group

Introduction

There are few organisations within the economic market that have not felt the impact of year on year squeezed budgets. We need to increasingly do more for less and the burden of budgeting for sickness absence is one area that we can influence.

Some key facts

- Cost to UK organisations £29 billion (CIPD 2013) with North East workforce taking 5.5 days to the national average of 4.9 days
- 30.6 million days lost to mental health and stress related absences (ONS 2013)
- British workers take up to 4 times more sick days than global counterparts
- SMEs and start-ups particularly vulnerable from impact of sickness absence
- Forward-looking companies invest in health and well-being services to tackle the issue before absence starts to hit their bottom lines

Areas of impact

Is this happening in your organisation?

- High levels of employee stress
- Burn out
- Reduced productivity through perceived "over work"
- Stress related absenteeism

What we can do for you

Phoenix Group's offer is to work closely with your organisation to:

- Reduce/eliminate stress-related absences
- Offer a resource designed to help workers to develop robust mental health wellbeing
- Improve effectiveness of your leaders to support employees to maintain high delivery without the pressure manifesting as stress
- Work with you to redesign your service delivery to ensure this is as effective and as streamlined as possible and increase staff productivity
- Work with teams to improve productivity and team cohesiveness
- Drive up quality compliance through increased performance by driving down absences

How we do this

- Delivering an innovative model of Stress Resilience to employees on a seminar or one to one basis
- Work with your leaders to fine-tune their leadership and inter-personal skills
- Show you how to improve team effectiveness, individual productivity and provide added value to your commissioned services
- Deliver workshops designed to increase team effectiveness and cohesion.

Contact Carol Bogg on 0741 2019775 or
e: carol.bogg@phoenixcoachingsolutions.co.uk
Website: www.phoenix-coaching-solutions.com

Phoenix Group



Phoenix Group

unlocking potential at all levels

supporting people with busy
lives through positive change

Carol Bogg is the founding practitioner of Phoenix Coaching Solutions and Phoenix Social Care Solutions.

Carol has developed an innovative model of Resilience for Mental Health and Wellbeing. This model underpins all of Carol's work and is the foundation from which her innovative programmes evolve.

Carol has 7 years' experience of contract managing adult social care contracts for local government, and understands only too well the impact of budget reductions, increased expectations and meeting exacting quality and performance targets.

How this will benefit you

- Happier workforce
- Cashable savings on reduced mental health / stress-related absence
- Effective team performance and cohesion
- Effective leadership
- Improved efficiency
- Sustainable quality compliance

Contact us for a free no obligation discussion today to discuss your specific requirements.