

# Managing burnout and trauma as we emerge into a 'new normal'



[www.inclusivegroup.co.uk](http://www.inclusivegroup.co.uk)

## Introduction

The events of the last two years have placed an unprecedented level of expectation and pressure on leaders, line managers and HR practitioners. In addition to handling the personal impacts and uncertainty presented by the pandemic, those responsible for leading and supporting employees and teams took on vast additional responsibilities and pressure in an ambiguous and rapidly changing landscape.

For many people leaders and HR experts, the pressures and trauma created by the pandemic led to burnout. For some it prompted a re-evaluation of work and life choices. Burnout is a very real issue for leaders, managers and HR practitioners and there comes a time when it is crucial to prioritise the health and wellbeing of those who spend their working lives putting the needs of others first.

## Our Solution

Led by Trauma, Burnout & Recovery Specialist Anna Pinkerton, our 90 minute virtual interactive workshop enables organisations to support the health and wellbeing of their leaders, managers and HR teams. Attendees will benefit from theory and practical tips for bouncing back and sustaining physical and mental wellbeing following an unprecedented period of pressure and change.

## Key Objectives

- Create a shared understanding of the unique wellbeing needs that exist in leadership, management and the HR function
- Understand the effects of stress and the short-and long-term impacts of COVID
- Discover how managing long-term stress and traumatic stress can reduce absence and attrition risks
- Learn how to sustain health and maintain performance going forward
- Explore how to communicate in a way that improves morale and reduces the risk of traumatic stress

## Content

- The challenge of managing long-term stress and traumatic stress
- Accommodations and adjustments to prevent traumatic stress and to maintain maximum health
- The neuroscience behind stress & trauma
- Your vulnerability to Vicarious Trauma
- Self care: Practical steps to perform well and stay well
- Commitments to take away



*Despite the embrace of a hybrid model, most organizations have only begun to think through and articulate the specifics of how to carry out a more permanent mix of remote and on-site working for all roles that aren't essential to perform on-site. Many of their employees are feeling anxious as a result. The sustainability of pandemic-style productivity gains might well depend on how organizational leaders address the anxiety their employees feel—and the associated levels of burnout.*

**What Executives are Saying About the Future of Hybrid Work, McKinsey**

## Working with Inclusive Group

Inclusive Group will work with you to tailor the workshop to your context. This involves a 45-minute discovery meeting where we will explore:

- The background to flexible working / hybrid working in your organisation – including policy / guidelines for hybrid working
- An overview of the participant group(s) – roles, functions, methods of working, outcomes, learning preferences etc.
- Specific scenarios / examples relevant to your participants that we can explore during the workshop
- Anything else pertaining to the successful delivery of the workshop.

## Assumptions

- Virtual delivery via Zoom or Teams
- Suitable for up to 16 participants
- This workshop best suits organisations that have implemented previous training on inclusive behaviours or inclusive leadership for their participant groups. Please contact us to discuss how it might complement and extend your previous and current EDI activity.

## Follow-Up

Talk to us about learning to deepen understanding on this topic, such as empathic listening and how to create 'speak-up' cultures.