

The Change Bulletin

DECEMBER 2020 EDITION

Hi ,

Not long to go!



T'is the season to be grateful

Whether you're counting down until Christmas, Brexit, the end of tier restrictions (or better still, covid) or simply a new year where, surely, it's got to be better than 2020, there is a sense of anticipation. It's interesting how our mindset shifts our mood depending on where we focus, whether that's a sense of gloom looking back or anticipation of more positive opportunities for the future. Gratitude is calming,

strengthening and motivating so focus your attention on the small wins - what you appreciate. You might be surprised by [the science](#) behind gratitude and the link with wellbeing.

“Beginnings and endings are the same. It just depends which side of the door you choose to be on”

KATRINA MAYER

Be kind to yourself, too. Our mirror neurons are busy responding to what's going on around us (turn off the news!). When you experience a dip in wellbeing, arm yourself with self-care and psychoeducation. The latter might not sound particularly nurturing but when you understand what is going on inside, why and how to take control, it makes a significant difference. [Ollie Adams](#) said it was the turning point for him to understand his symptoms of anxiety and to turn the corner. Greater self-awareness is the key to being your best; let me help. Feedback from recent training sums it up:

“It was brilliant to have an overview as to how the brain actually functions, and the reasons behind some mental health issues.”

PARTICIPANT, MHFA CPD TRAINING

Awareness of others is critical too and I would urge you to look close to home in light of recent research that suggests [young people](#) and [parents of under-fives](#) are most at risk of experiencing loneliness since the pandemic. Check out my tips on how to tackle this challenge on my blog.

Have a very enjoyable Christmas!



PS The new Bulletin subscriber pulled out of the hat is [Ella Cunningham](#). Congratulations, you'll be receiving your code for a 25% discount on the fabulous

lambswool wrist warmers by [Kate Box](#). Spread the love this Christmas and recommend this bulletin to someone in your network 🥰.



According to The Culture Economy 2020, 21% of Brits quit their job due to toxic workplace culture. That is not surprising when you consider that their research shows:

- Only 43% of SME employees trust their business leaders and management – a 16% point decline since 2018.
- Only half (54%) of SME decision-makers regard culture as being 'very important'.

More concerning is the fact this data precedes covid. Since then, many more companies have struggled to achieve the right culture for employees to thrive.

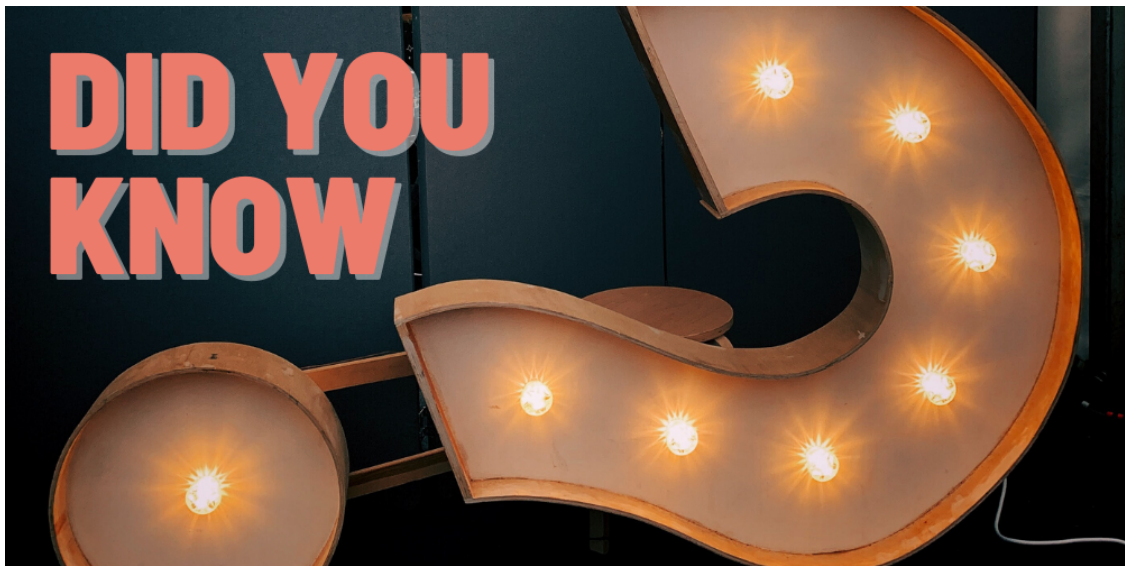
There is clearly a disconnect between what people need and what they are experiencing. However, I *am* speaking to an increasing number of organisations who do value their workforce and care deeply about looking after their people. But it is one thing knowing that a 'good' culture is important and another to know what that looks and *how* to achieve it.

At the recent CIPD event, 'How to maintain your culture during the pandemic', there were great examples from successful organisations about the '*how*'. [Derek Rodgers](#) shared the creativity at Gardner Leader with advent boxes, running and sewing groups, to name a few. [Lesley Reeve](#) talked about transparency, supported by daily check-ins (of the friendly/ supportive type rather than micro-management!) at Fiscal Technologies. [Gorse Burrett](#) of Newbury Building Society explained the value of employee engagement surveys, connecting wellbeing and management. Lesley

concurred, noticing that working harder does not necessarily increase productivity. Sound familiar? Staff at Blenheim Palace are rewarded for acts of kindness and other indicators of good performance that break the mould of typical business outcomes, shared [Megan Carter](#). And [Stuart Rogers](#) of Independent Age talked about the need to increase management capability to manage dispersed, remote working teams.

These examples demonstrate a commitment to creating a thriving culture when leadership values it as a priority. Check out my advice on [How to develop your culture](#) on my blog and [drop me a line](#) to share your success or challenges.

Ref: Culture Economy Report, Breathe, January 2020



The Money and Advice Service provides free and impartial support and guides about all things financial.



It might be a useful link to share. You never know who is worrying about debt, particularly with added expense at Christmas on top of a financially insecure year for many and ongoing concern about 2021. With practical tools, budget planners and videos, this could just provide some help to reduce anxiety for people around you.



I'm really excited to be partnering the fantastic [Roy Magara](#), Employment Solicitor Advocate at [Magara Law](#), who puts people at the heart of his practice, whether employer or employee. We are bringing to you a free webinar in January about the things employers should be focusing on during the next stage of the pandemic. We will be exploring the demands on mental health, of working from home and of redundancies.

SIGN ME UP!

THE CHANGE CLUB ROUND UP...



**... some of the best bits to accelerate
wellbeing, engagement & leadership success**

- [Meraki HR](#) are providing a new [HR Influencers Program](#), starting in February. It will provide you with the knowledge, skills and confidence to become a highly effective HR professional, covering everything from employment law to culture, values and employee engagement.

- [Outplacement by Design](#) brought to you by [Lisa Murdoch](#), coach, [Jessamy Walker](#), financial advisor and [Jayne Johnson](#), recruiter. It is new and unique opportunity for participants to access the support they need as individuals rather than a one size fits all approach to outplacement.
- The [Big Buzz Oxfordshire](#) is taking place on 11th December where I'm offering a free Company Emotional Health and Engagement Check. This will help leaders and managers plan their journey from the current picture to a strategy that drives mental wellbeing and engagement in 2021.

If you can't make it to the Buzz and would like to access the [free Company Emotional Health and Engagement Check](#), please do [drop me a line](#).

- How good are you at [uncovering the true narrative](#)? Become a conscious leader and open your eyes with helpful questions to ask.
- Victim or perpetrator? Recognising the need to [be agile to avoid failure](#).
- I was delighted to join the panel for The [Thames Valley Chamber of Commerce](#) this week to provide [practical advice for business leaders](#) who care for the mental wellbeing of their employees.

My [monthly indulgence](#) is a double whammy in the spirit of Christmas (excuse the pun!). Those who know me well know my love for gin. The ladies behind [Collagin](#) are Oxford based and they have created a quality gin that not only tastes and looks beautiful, but provides you with a dose of collagen! If alcohol isn't your thing, try [CleanCo](#). Traditionally distilled, using fine ingredients, they have produced the first low-alcohol (1.2%) gin that actually tastes truly fabulous! [Goodbye hangover!](#)



"Lisa recently gave a fantastic presentation to a group of our

business owners on the importance of building a strong team culture. She delivered a fantastic blend of inspirational insight and practical steps to help our clients level-up their leadership and create a strong culture upon which to build their businesses. The feedback from the delegates was resoundingly positive, with every delegate mentioning Lisa's presentation as one of the highlights of the day."

Matt Williams - Cypher



I'm ready to hear from you at lisa@itstimeforchange.co.uk – let's start the conversation & I can let you know how I can help.

If you haven't already done so, don't forget to connect with me on [LinkedIn](#)

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