

The Change Bulletin

JANUARY 2021 EDITION

Hi ,



Moving towards a brighter future

Crumbs! Not sure what happened to the 'happy' bit of welcoming in the new year. But, life is what it is and we have to get on with it. The last couple of weeks have felt turbulent as I've juggled home-school with work, like so many others, and I've needed to stop and **take stock**.

My family are healthy and we're doing our best. That's all I can hope for right now. What makes the difference is *how I respond* to what's going on around me. That's the bit I control. Most of us feel swamped and helpless at times but we *all* have at least one thing we could do differently to **stay mentally well**. What's yours?



My question to you... does gender make a difference to putting on that mask? Take part in my **anonymous poll and check out some tips** about how to challenge the stereotype.

The latest development for It's Time for Change is the new **workshops** addition to my website. I'm more of a bespoke kind of girl but this gives you a flavour of what I've been providing for companies.



Paul Essery, asked me recently, **“How would companies know to get you in?”** Good question and one I've answered **here**.

Drop me a line to join the conversation about change, wellbeing and employee engagement and send the **Bulletin link** to one other person who cares about making a difference.

Lisa 

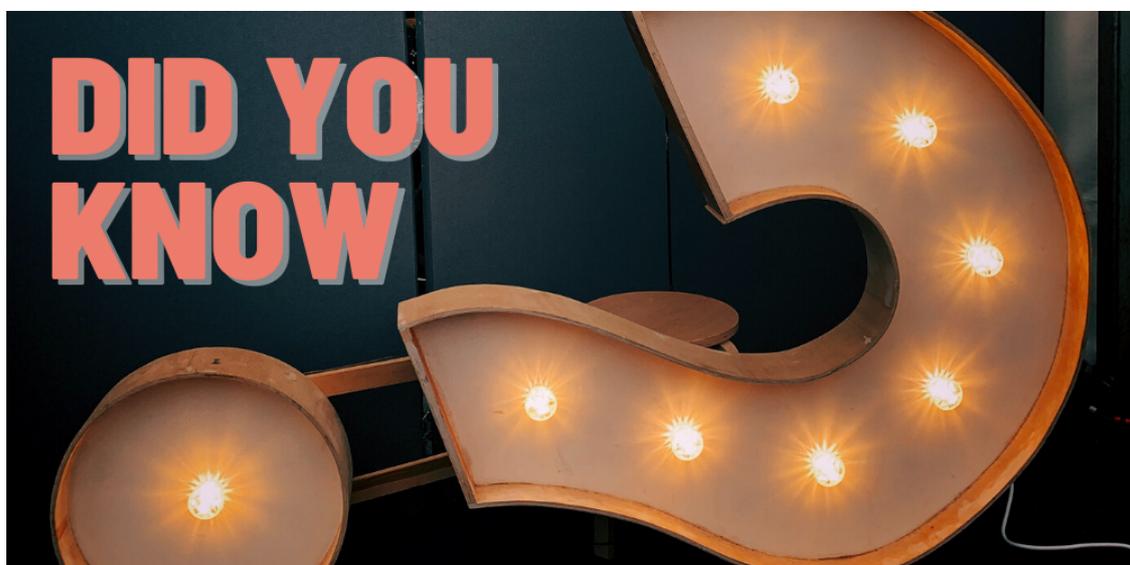


That's the cost to businesses undervaluing or misunderstanding the importance of sleep. According to the Rand report in 2016, 1-3% of GDP in the UK alone was lost due to negative sleep cultures. And there is little reason to believe this has improved since then.

Studies have shown that businesses that have a culture of presenteeism and a 24 hour work schedule have lower engagement and job satisfaction, increased absenteeism, lower performance and eventual burnout amongst their employees.

Nicholas Witton from [Elite Sleep](#) joined me to discuss this, exploring a range of questions including the very significant impact of not-enough-sleep (and we're talking a few hours). **Check out the video** to better understand workplace responsibility and tips for us to improve our Zs.

Ref. Why sleep matters — the economic costs of insufficient sleep, Rand Corporation, 2016



80% of New Year's resolutions fail by February! We make promises for ourselves, often fuelled by what we believe we should be doing. Instead, we need to make informed, conscious and rational intentions instead, based on our values.

Take a quick look at how to turn failing February into a successful launchpad for achieving what you want.



On **Thursday 28 Jan 12.30pm**, I'm delighted to be hosting a free webinar with the fabulous **Roy Magara** from Magara Law about what employers need to know about the demands on mental health, working from home and redundancies.

SIGN ME UP!

I'm excited to be working with the fabulous **Emma Browning** of Meraki HR and Christopher Sing, Employment Partner at Freeths LLP to bring you an HR webinar, Getting the most from your staff in these unprecedented times. This is an opportunity to gain legal guidance needed in an agile workplace, different approaches necessary for the management of staff, strategies for 'difficult conversations' and advice for improving employee wellbeing and engagement, particularly as staff continue to work remotely.

Wednesday 3rd Feb, 08:30am

I WANT TO BE THERE!

THE CHANGE CLUB ROUND UP...



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

- When organisations plan **change**, the tendency is to focus on moving from where they are at now, to where they want to go, with minimal attention on transition. However, side-lining the people side of change can have lasting, devastating consequences, despite good intentions. People *need* an understanding of ‘why’ and the experience of being heard and supported. Otherwise those ‘tricky’ behaviours we might easily condemn are in fact normal human resistance, to be expected.



Amanda Page and I are proud to be working with the the NHS Elective and Emergency Care Improvement Team, under Stephen Duncan, to develop a leadership culture that minimises resistance and increases team cohesion. Stephen has proven he wants to **put people first**, the number one rule of successful leadership. How skilled are your leaders at leading productive change with minimal disruption?

- I offered a free company wellbeing and engagement health check to Business Buzz Oxfordshire in December. If you missed out and are a leader or manager interested in developing employee emotional health and performance, **drop me a line.**

- Are you a B-Corp looking for some wellbeing ideas, and support for your people? [Outliers Wellbeing](#) are hosting an event exclusively for the [B Corp UK B Lab U.S. & Canada B Lab Europe](#) community (inc those 'pending'). Book your free place [here](#).
- Thanks to the amazing **Amantha King** I've signed up to [Clubhouse](#). Have you heard about it? If you're there too, come and join me (@lisalloyd) and let's engage in some great conversations about what's going on in the world and how we can make a difference!
- The talented **Natali Williams** has launched a new [GoSOLO Programme](#). She is passionate about helping ladies who find the idea of being virtual and self-employed enticing but feel overwhelmed by the prospect of going it alone and don't know where to start in the solopreneur journey.
- My monthly indulgence is delectable [Jolly Good Brownies](#). Delicious brownies delivered to any door makes these mouth-watering goodies a personal treat, an ideal token of appreciation and a display of love (♥ day coming up!).



"Lisa's excellent subject knowledge enabled her to build on the experiences of attendees making the learning personal and relevant to a group of volunteers from wide range of backgrounds and experience. Our volunteers have left buzzing with enthusiasm for our new project. We couldn't be more pleased"

Nicola Williams - Education Development Officer



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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