

# The Change Bulletin

MARCH 2021 EDITION

Hi , change is in the air!



**How well does your role fit if you're a woman?**

The sun has been shining, daffodils have bloomed and we're on track to emerge from lockdown. There is a growing sense of positivity. Last week celebrated International Women's Day, when I was nominated and appeared in the [#ChooseToChallenge Inspiring Women ebook](#).

When we challenge, we create change.

This coincided with the controversy over Meghan Markle, and it made me pause to reflect on the role of women today, attempting to fulfil a number of different roles, each at a cost to the other. Whether you make conscious choices with eyes open about where to focus your time and energy (aware of the costs and benefits) to be the best in your game or to accept compromise, it's about time we challenged the notion of 'having it all'.

  
Lisa



Men are not the only ones biased against women. Almost all of us women are guilty too. Despite the push for global gender equality, sexist attitudes continue to undermine progress; almost 90% of both genders hold prejudices that impact on women's lives.

Policymakers often focus on tangible aspects such as laws and policies. But what is neglected is the invisible power of norms that drive (or block) social change.

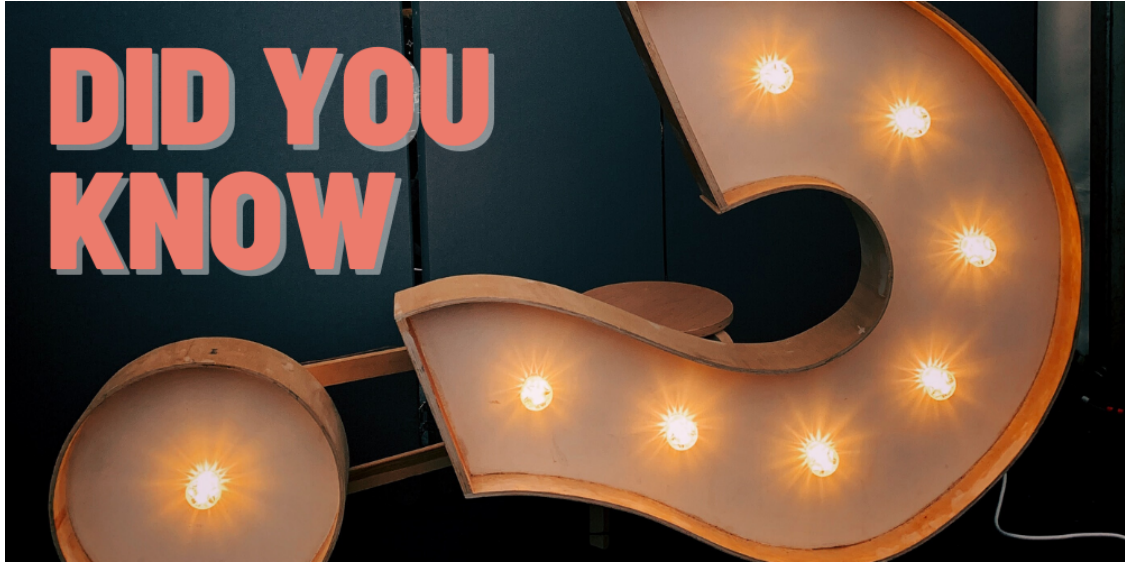
Since gender remains one of the most prevalent bases of discrimination, how do YOU tackle gender stereotypes, prejudices and practices for yourself and women in your company? I cover this and so much more in my jam packed article linked above, [here](#) it is again, 'cause it's a biggy!



YOU can make a difference to women around you. Particularly if you're a leader.

Check out what [Lynn Strongin Dodds](#) has to say about '[Getting a seat at the top \(C suite\) table](#)' when she interviews the likes of [Alexandra Foster](#), a director at BT. And Natwest's CEO [Alison Rose](#) reviews the [impact of covid on female entrepreneurs](#).

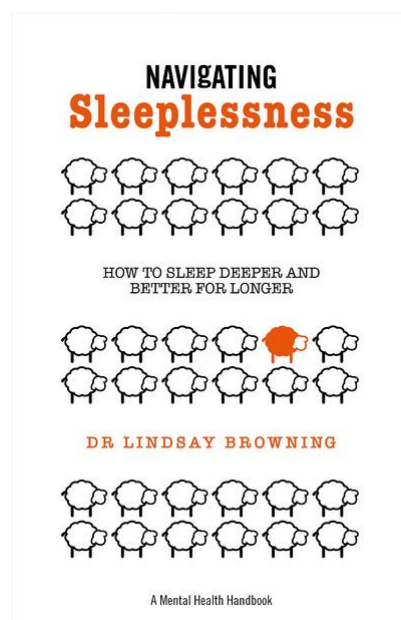
**Source: Tackling Social Norms, United Nations Development Programme 2020**



### **19 March is World Sleep Day?**

We need health sleep for a healthy future. Yet [RAND](#) revealed the staggering cost to businesses of over \$50bn due to undervaluing or misunderstanding the importance of sleep in the workplace. That's not surprising when [The Sleep Council](#) states that 40% of UK adults suffer with sleep problems.

Check out what [Nick Witton](#) says about [workplace responsibility and helpful tips](#).



Also, read this simple and practical book, [Sleeplessness](#) by the fabulous [Dr Lindsay Browning](#), that will help anyone navigate their way back to better sleep.



Roy Magara and I are back on 22<sup>nd</sup> April! This time we're talking about **How Managers and Leaders Can Promote Psychological Safety in the Workplace.**

Together, Magara Law and It's Time for Change will focus on:

- What does psychological safety look like?
- The importance of psychological safety in improving performance, teamwork, trust and collaboration
- Practical ways for leaders/managers to achieve a culture of psychological safety

## HOW MANAGERS AND LEADERS CAN PROMOTE PSYCHOLOGICAL SAFETY IN THE WORKPLACE



with

it's time for  
**Change**

&



**MAGARA LAW**  
ON YOUR SIDE

**SIGN ME UP!**

# THE CHANGE CLUB ROUND UP...



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

My take on [Women's Mental Health](#) appeared in [SOCIALight magazine](#) this month when I was interviewed by [Beverley](#) of [Beverly Poole Consultancy](#), read the article [here](#).

The [Mental Health Act is under review](#) and you can have your say. I joined [Stuart Carroll](#), [Steve Phillip](#) and [Amantha King](#) as part of Amantha's Coaching Conversations YouTube series, to talk about the strengths and weaknesses of the review so far. Watch what was discussed [here](#).

[Maven Connect](#) launched this month. It is a bespoke [management consultancy enabling people and organisations to thrive](#) and founder [Clare Lyons-Collins](#) knows her stuff!

The next [Thames Valley Chamber of Commerce webinar](#) takes place on 29 April, 2.30m- 4pm, focusing on '[How an organisation, affected by this pandemic, continues to look after its people during times of such ambiguity](#)'.

[Anxiety and the Gut](#) - [Evie Whitehead](#) explores the link.

[Health and Wellbeing @ Work](#) is back this week – [the UK's largest virtual event](#) dedicated to improving the health, wellbeing, safety, behaviour and culture of today's workforce.

More Trees is a brilliant tech-led platform, co-founded by Niki Tibble, that aims to make tree planting and carbon offsetting easy for businesses and individuals.

My **Monthly Indulgence** is all about Fit & Tonic. Whether you're into fitness or not, there is something for everyone. I'd urge you to find 30 minutes to try out the **FREE Flex & Stretch** part of your daily looking-after-you routine. You can try **ANY one live class**, free, with Promo code F&T01, valid for a whole month!!!



"Lisa spoke at Venture Harbour's Winter Retreat and was one of the team's favourite sessions. Being a team of skeptical "engineering types" I have to admit I wasn't sure how the session on mental health would go down. Needless to say, Lisa did an exceptional job - balancing broad best practice with scientific detail when relevant. Her exercises were fun and, crucially, had lasting impact. Following the success of the Winter Retreat talk, we arranged a 1-to-1 session with Lisa for each team member - which I've heard nothing but glowing things from conversations with the team."

Marcus Taylor, Founder and CEO, Venture Harbour





I'm ready to hear from you at [lisa@itstimeforchange.co.uk](mailto: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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