

The Change Bulletin

JUNE 2021 EDITION

Hi ,



Feeling bombarded?

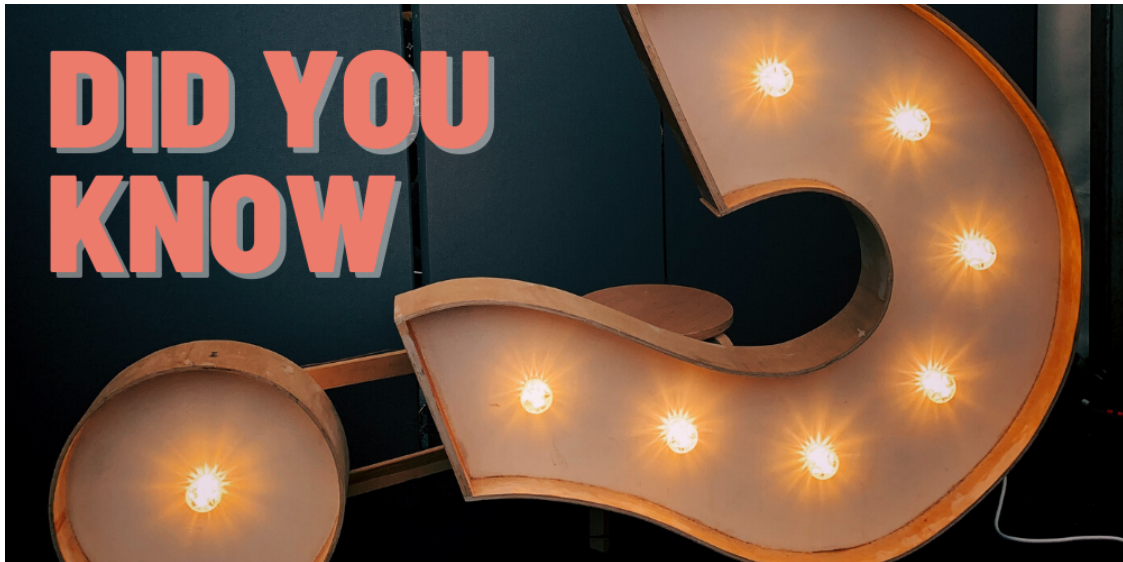
Whether it's about changing covid regulations, company responses to future working or simply the pace at which we try to establish a sense of normality, overwhelm is hitting many of us hard.

This month I've been joined by four trusted professionals who share their insights and top tips about reducing **burnout**. Check out their mini-films [here](#).

Part of our need to hit pause is about having time to **process** what we're adapting to. We need to be able to assimilate the reality around us, and new information, with what we already know, in order to make sense of the world. Yet we rarely prioritise the need to reflect and plan emotionally.

In this bulletin I focus on how to **consciously take control** of the journey to reduce overwhelm. I hope you find it helpful. Do let me know what resonates.

Lisa 



Many organisations are switching onto the fact that when employees have an active part in the change process, for example shaping their future of work, they remain more engaged.

Employee empowerment is a key predictor of engagement.

Research found that people who feel disempowered are at the 24th percentile of engagement compared to those at the 79th percentile. Yet many leaders navigate their way without conscious consideration about what does and doesn't work, from their team's perspective. And we know that emotion drives behaviour.

People who have a voice and are able to influence what happens next makes for a happier workforce. This needs to begin with an aligned leadership team so grab your suitcase and take your team on a journey that paves the way for your employees to follow.



Inspirational leaders, [Alice Lundsten](#), Acting Head of Demand & Capacity Programme, and [Leigh Forsyth](#), Acting Senior Improvement Manager in Emergency Care Improvement, both at NHS England and NHS Improvement, will be joining myself and [Roy Magara](#) to talk **psychological safety**. They have prioritised this fundamental need in their teams and will be sharing insights, successes and answering your questions in our upcoming webinar.

I want to be there!

I will be discussing **Banishing Burnout** with Rachel McGuinness of [Wake up with Zest](#) on Friday who has asked me to join her [podcast](#). I'll be sharing it soon!!

It's my birthday this week! 🥳 (well, that definitely deserves a drum roll in my book!)



HR professionals in the UK are at higher risk of stress than their global counterparts.

Recent research* found that fewer than two-fifths of HR people felt equipped to balance the requirements of their role.

We know that HR teams have been under immense pressure over the past 15 months. We have to prioritise their care to avoid the real risk of burnout and so that they can continue to support the wider workforce. You need them to be well! [Here](#) I share what you need to be consciously exploring to actively reduce the risk.

*Conducted by Culture Amp who surveyed over 4800 HR professionals around the world – including 683 in the UK.



- During a time when we've been deprived, I explore the [The Science behind Touch](#) and how it improves wellbeing and team performance.
- Get your employees [health checked](#) without incurring tax charges. Don't miss this opportunity to check their mental health - I provide such assessments and recommendations.
- [The Benefits of Working Outdoors](#) is featured by workplace wellbeing platform, [Wake Up With Zest](#).
- Can women have it all; a successful career alongside a parental role, without the risk of burnout? Whether you're a working parent or a manager, [have your say](#).
- [Natural Netwalking](#) is great for the mind and your business, with better quality conversations than I've experienced at other networking events, and [great cake](#) afterwards! [Rod Macrae](#) is your man if you want to find out more.
- My new [Light Bites](#) from LinkedIn are snippets of my posts throughout the season that share important messages you may have missed.
- [On-Demand Webinars](#) from [Magara Law](#) are a great resource for keeping up to date on employment law, financial changes, HR topics, workplace culture and wellbeing.

JUNE'S INDULGENCE

(I need to work on my coffee art!)



Independently owned and family run Ue Coffee Roasters created their Solidarity Blend during the first lockdown of 2020 and it is delicious – smooth and chocolatey. And better still, their Ue Barista Foundation provides a percentage of profits from its sale to support charities.

Win a 250g box of Solidarity Blend (Thanks Tom) by shouting about this bulletin! Anyone signing up, along with you (don't forget to ask them to name you in the comments box!), will be entered into the draw!

[Sign up page](#)



"I strongly believe that we have a responsibility to support our workforce in all areas throughout their careers with us,

and their mental well-being is of paramount importance. It is such a specialist area and would highly recommend Lisa."

Kate Collet-Fenson - Director, Aston Hearing



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](#)

Lisa LLoyd

Chartered Psychologist & Psychotherapist

www.itstimeforchange.co.uk

Tel: 07766 252574

 [lisapsychology](#)

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It's Time for Change, The Green, Great Milton, Oxford OX44 7NT, United Kingdom, 07766 252574

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