When should an employer get involved in the personal?

HR Directors forum

11 Sep 2019

soulmates ACADEMY

HOWARD KENNEDY

When should an employer get involved in the personal?

Relationship breakdown cited as key cause of surge in Mental Ill-Health…

"The main causes of the distress appear to be loneliness, relationship breakdown and the struggle of being sometimes hundreds of miles away from family."

- Unite union officials, The Guardian (Aug 2019)

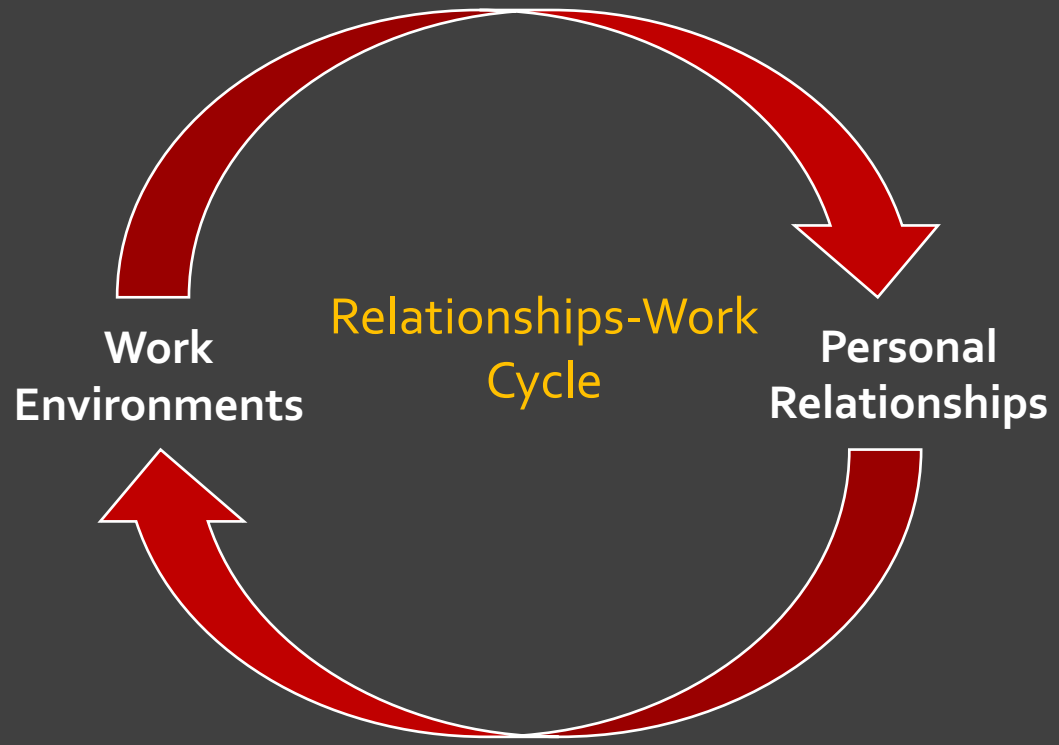
Hinkley Point C Nuclear Power Station

When should an employer get involved in the personal?

Impact of work on relationships becoming increasing clear…

High-Pressure Environments affected worse:

- Long Hours
- Extended time apart
- Travel
- …



When should an employer get involved in the personal?

Everyone is focused on creating healthier workplaces…

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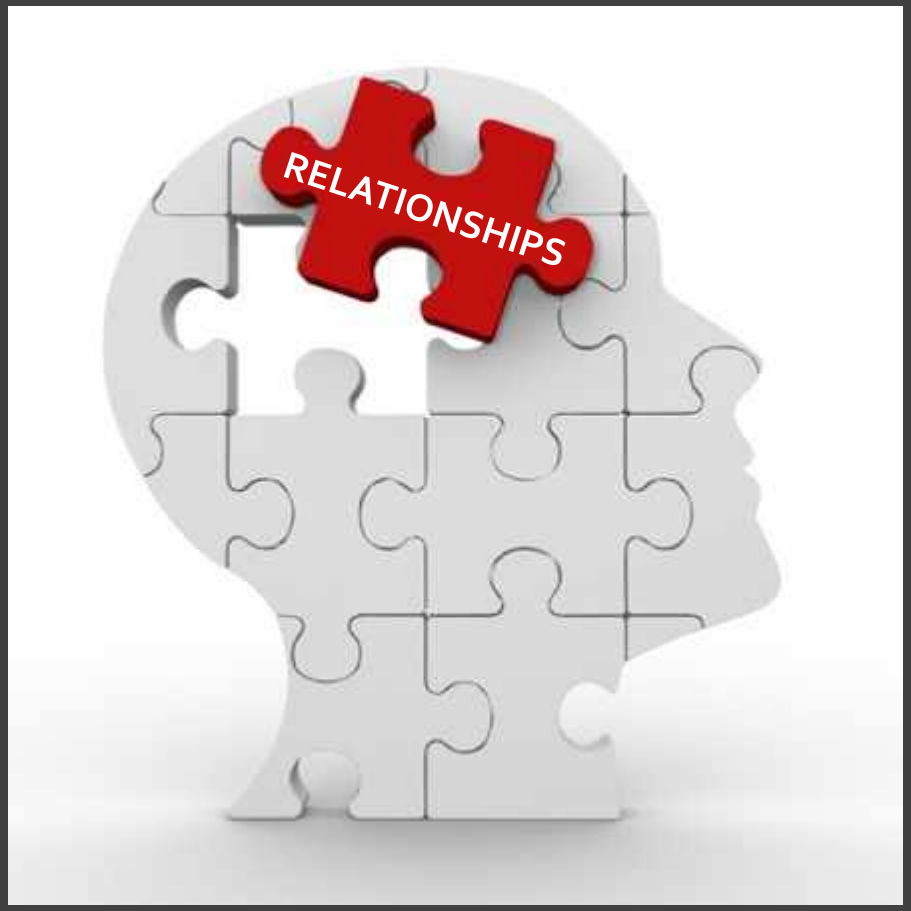
When should an employer get involved in the personal?

Relationships are still "the missing piece" in the Wellbeing Puzzle…



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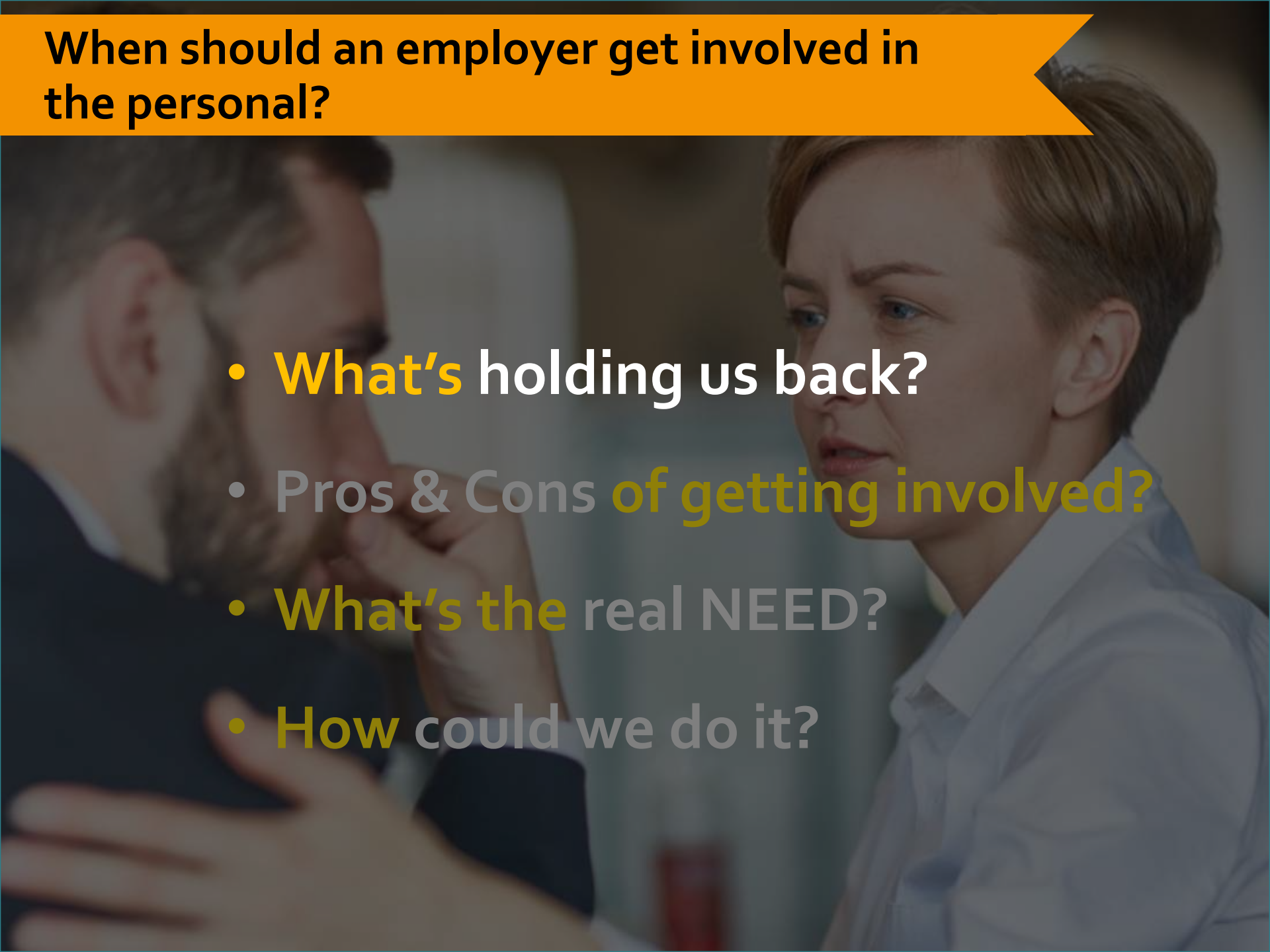


- What's holding us back?
- Pros & Cons of getting involved?
- What's the real NEED?
- How could we do it?

When should an employer get involved in the personal? What's holding us back?

Perception: Personal / Professional Divide is not to be crossed

- Relationships = taboo!
- Personal = P-R-I-V-A-T-E!

When should an employer get involved in the personal? What's holding us back?

Reality: Personal / Professional Divide long since crossed!

- Laptops/Blackberries/ Mobiles…
- Work-from-home…
- Extended travel / Expats…

When should an employer get involved in the personal? What's holding us back?

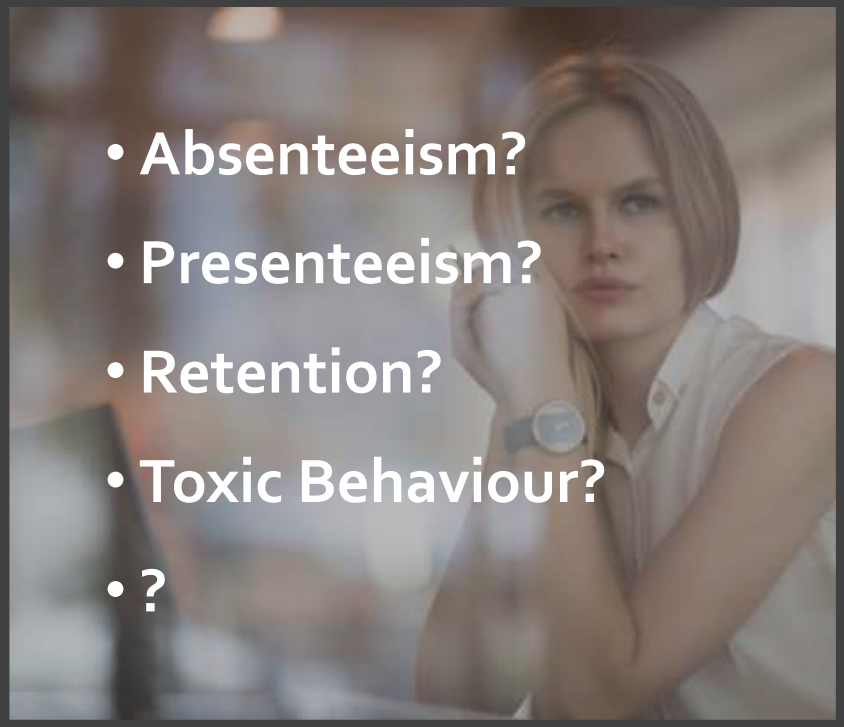
Perception: It's not on our radar…

When should an employer get involved in the personal? What's holding us back?

Reality: Just because you're not measuring it doesn't mean it's not costing you!

"Not everything that can be counted counts, and not everything that counts can be counted."

- Albert Einstein



When should an employer get involved in the personal? What's holding us back?

Perception: We'd rather wait to be asked…

When should an employer get involved in the personal? What's holding us back?

Reality: Late-stage counselling is often too little, too late.

Rachel & Steve's story…

Hear the Full Story Here:

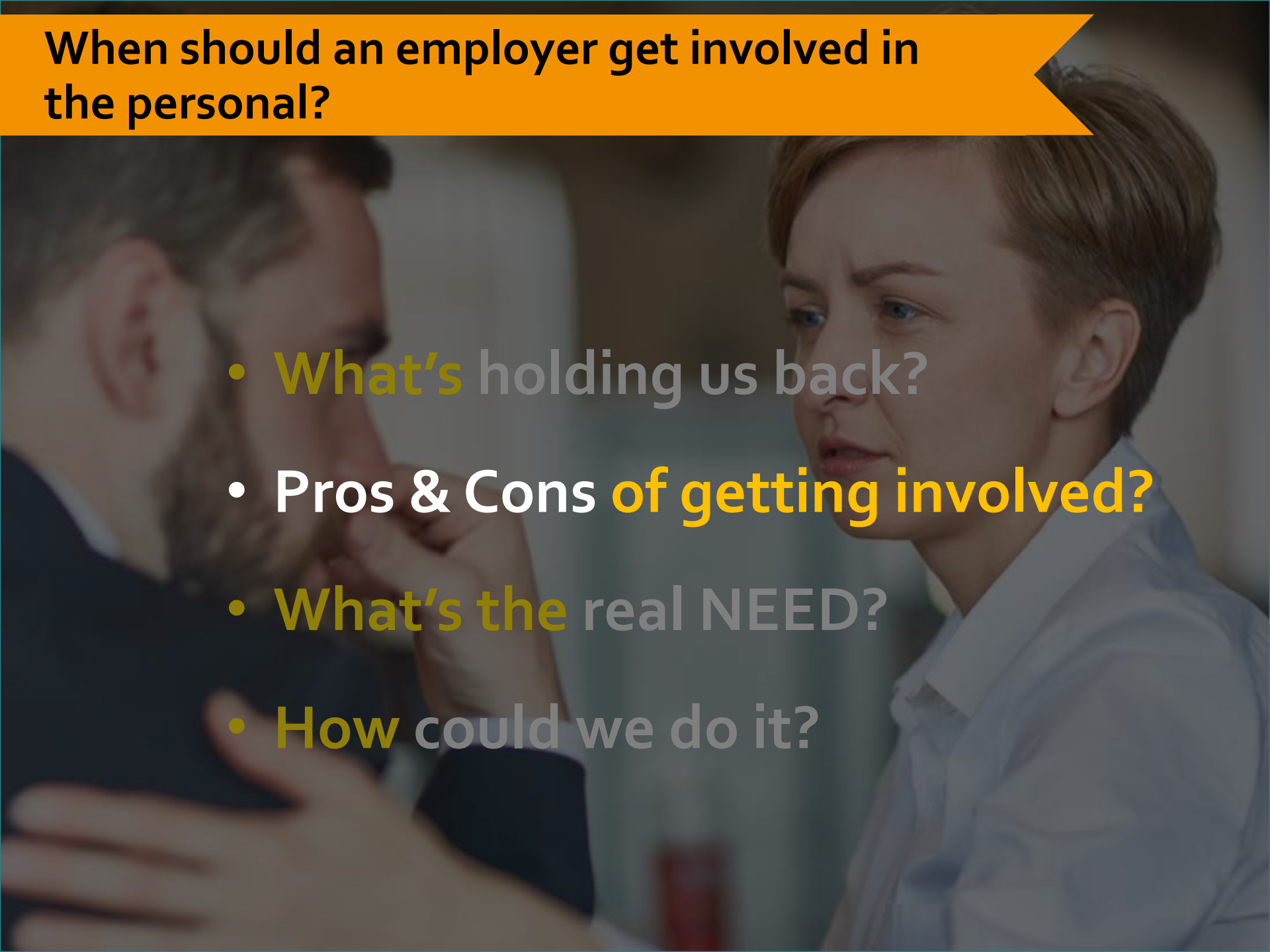
TEDx Talk (The 4 Habits of ALL Successful Relationships)

When should an employer get involved in the personal? Pros & Cons

Reality: Late-stage counselling is often too little, too late.

How the story nearly ended…

When should an employer get involved in the personal?



- What's holding us back?
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When should an employer get involved in the personal? Pros & Cons

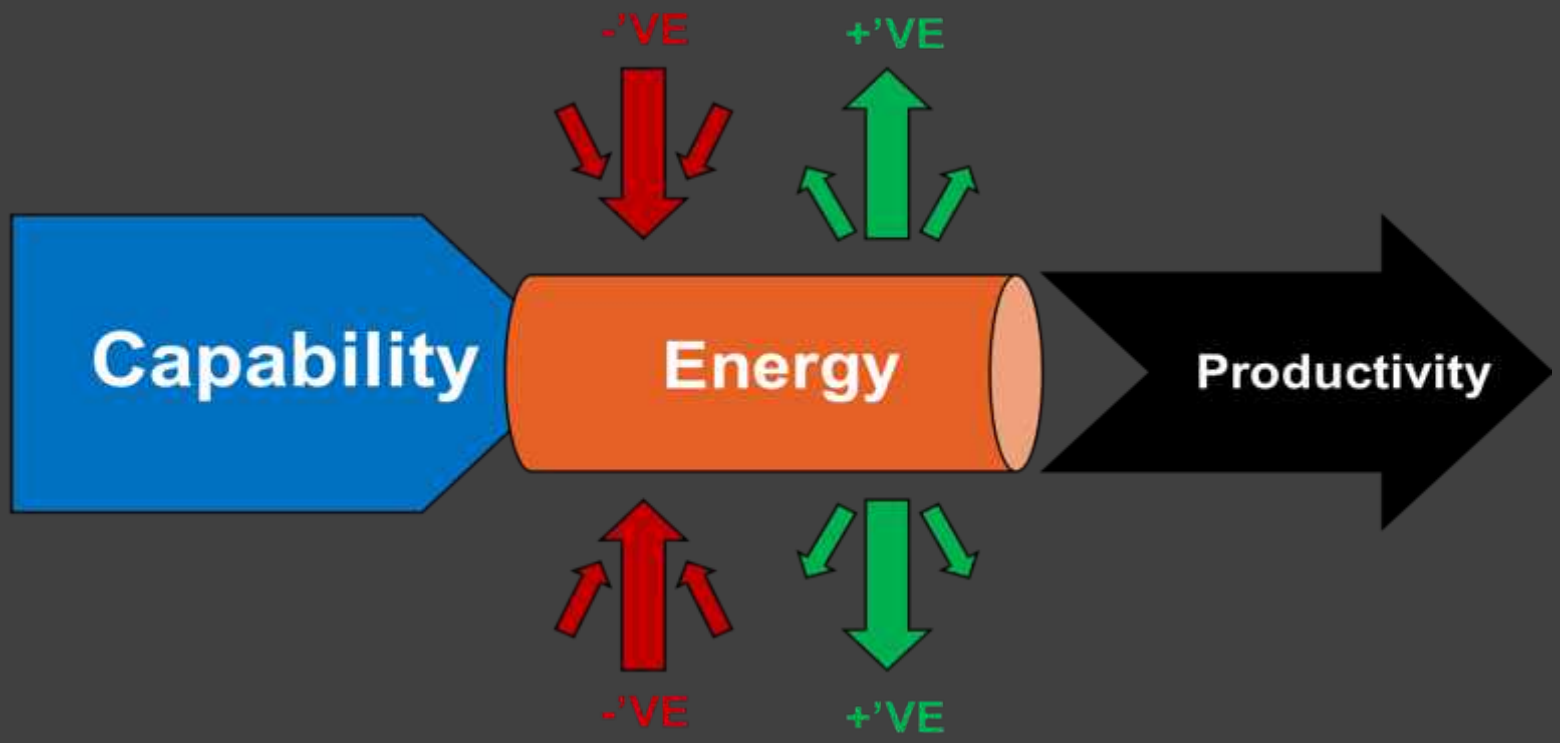
1. Wellbeing Impacts?

- Some people come to work with drained "Emotional Bank Accounts" … which can be toxic!

When should an employer get involved in the personal? Pros & Cons

2. Productivity impacts?

- Energy constrains Capability…



When should an employer get involved in the personal? Pros & Cons

3. High-Performing Teams

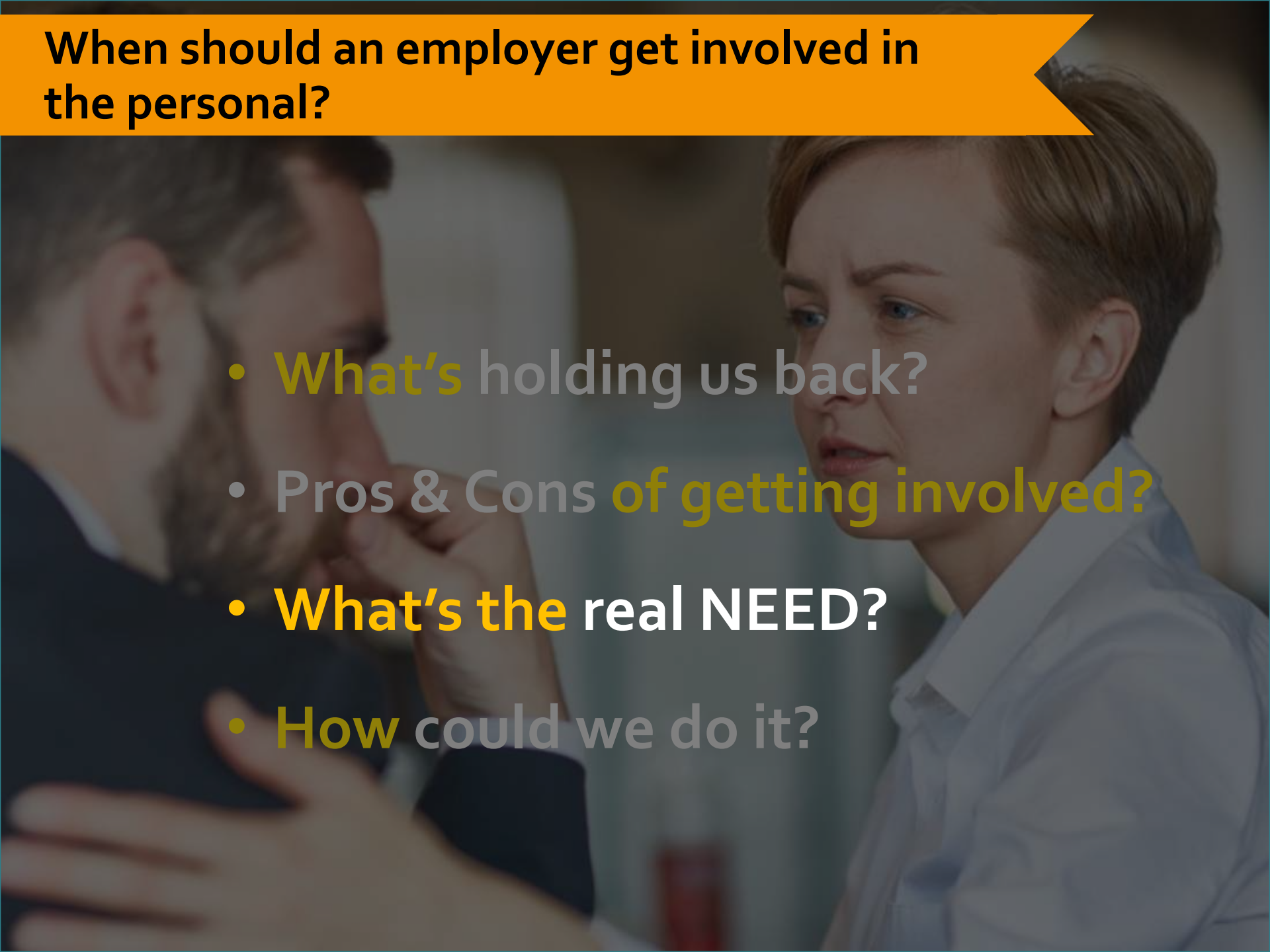
- Strong relationships promote Psychological Safety

When should an employer get involved in the personal? Pros & Cons

3. Cultures of Inclusion…

- Without great relationships we're all just walking on eggshells…

When should an employer get involved in the personal?



- What's holding us back?
- Pros & Cons of getting involved?
- What's the real NEED?
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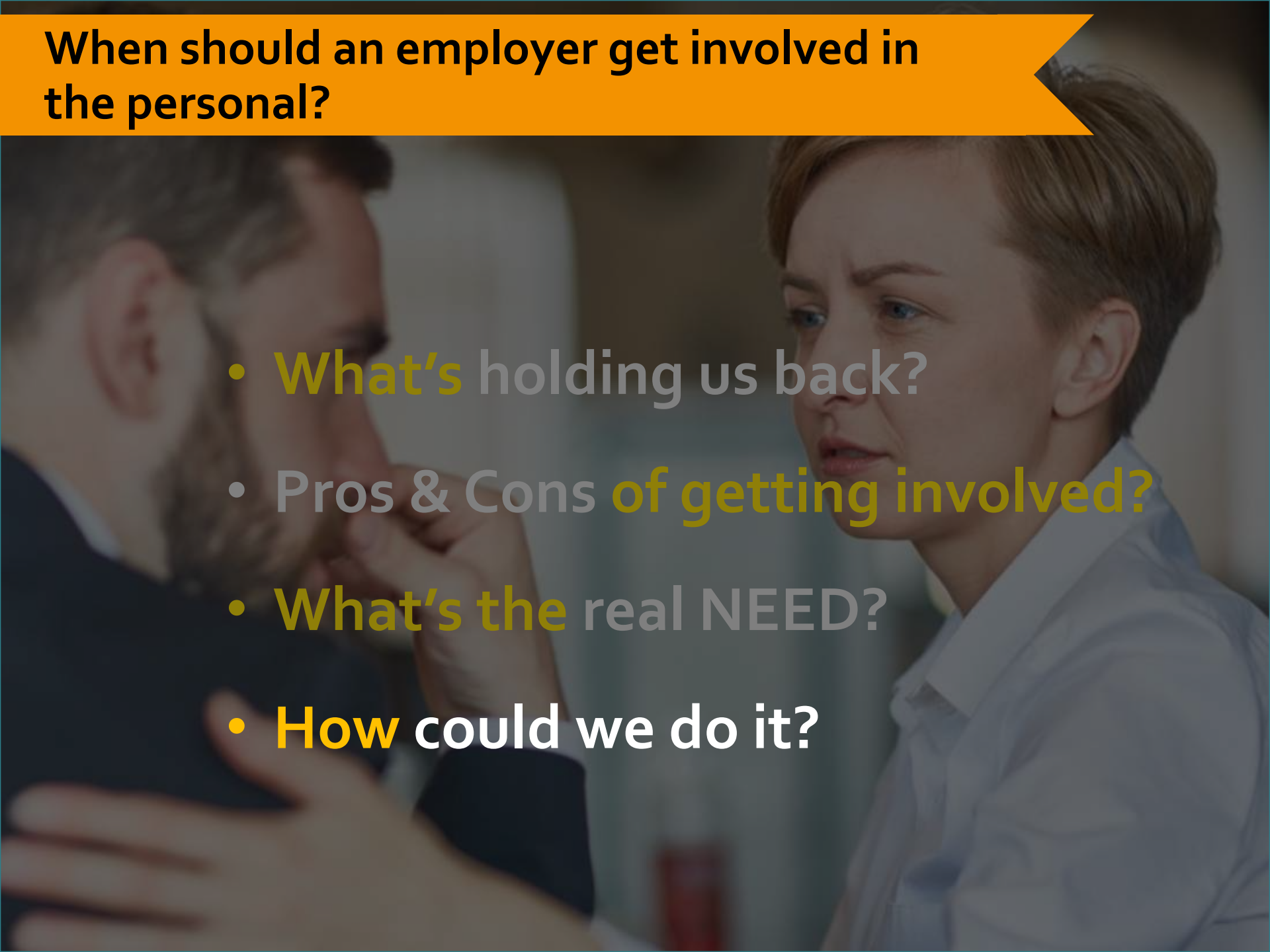
When should an employer get involved in the personal? What's the real NEED?

1. We need to get better at preparing colleagues to manage the intersection of work and home.

When should an employer get involved in the personal? What's the real NEED?

2. We need proactive strategies for preventing relationship breakdown.

When should an employer get involved in the personal?



- What's holding us back?
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When should an employer get involved in the personal? How could we do it?

Build skills as natural part of internal processes & initiatives…

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When should an employer get involved in the personal? How could we do it?

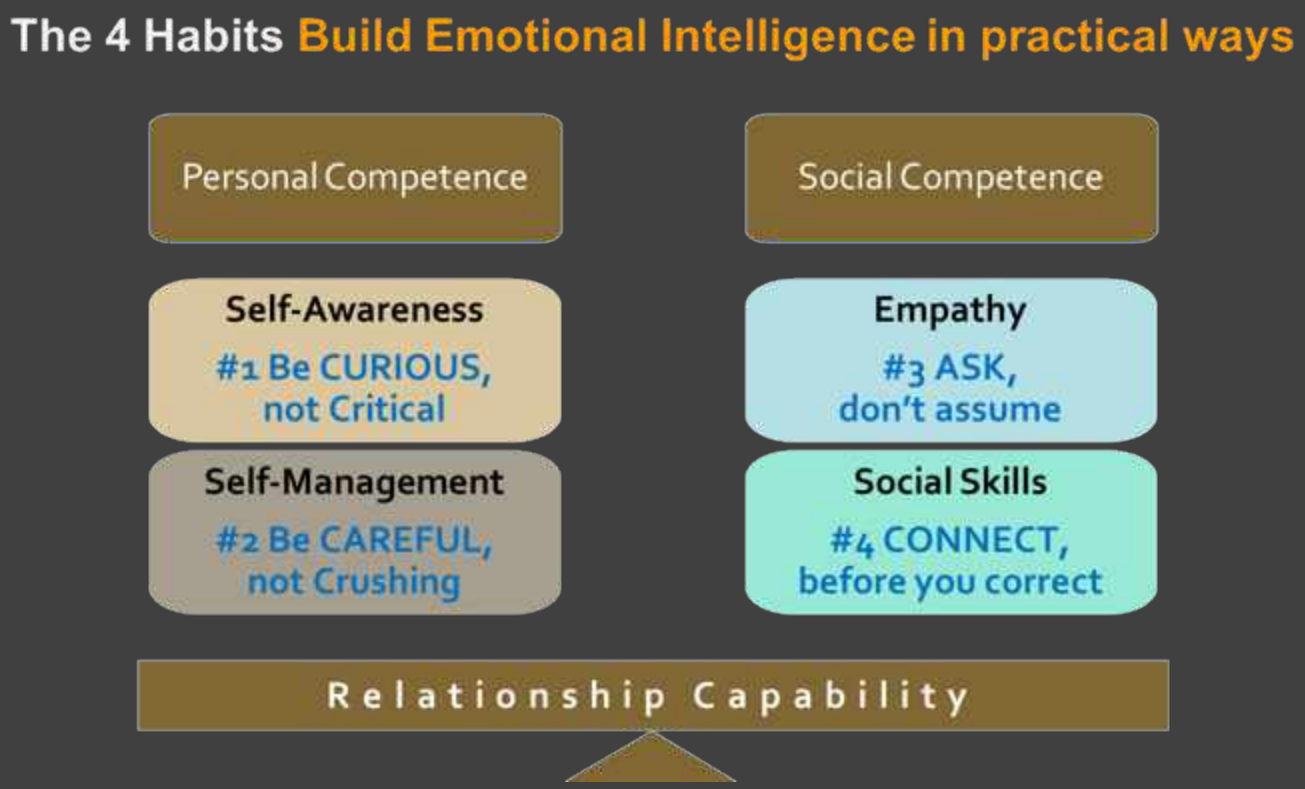
1. Learning & Development for ALL as part of existing processes

Just-in-time support at key career transition points:

- Induction
- Senior promotion
- Expat assignments
- Work-from-home
- Retirement
- etc

When should an employer get involved in the personal? How could we do it?

1. Learning & Development for all as part of existing processes – Messaging is key!



When should an employer get involved in the personal? How could we do it?

2. Relationships-focused Employee Assistance & Wellbeing Initiatives

Equipping at key life transitions:

- Marriage / Civil Partnerships
- First Child

Awareness events

- Mental Health
- Stress Relief
- Work-Life Balance
- …

When should an employer get involved in the personal? How could we do it?

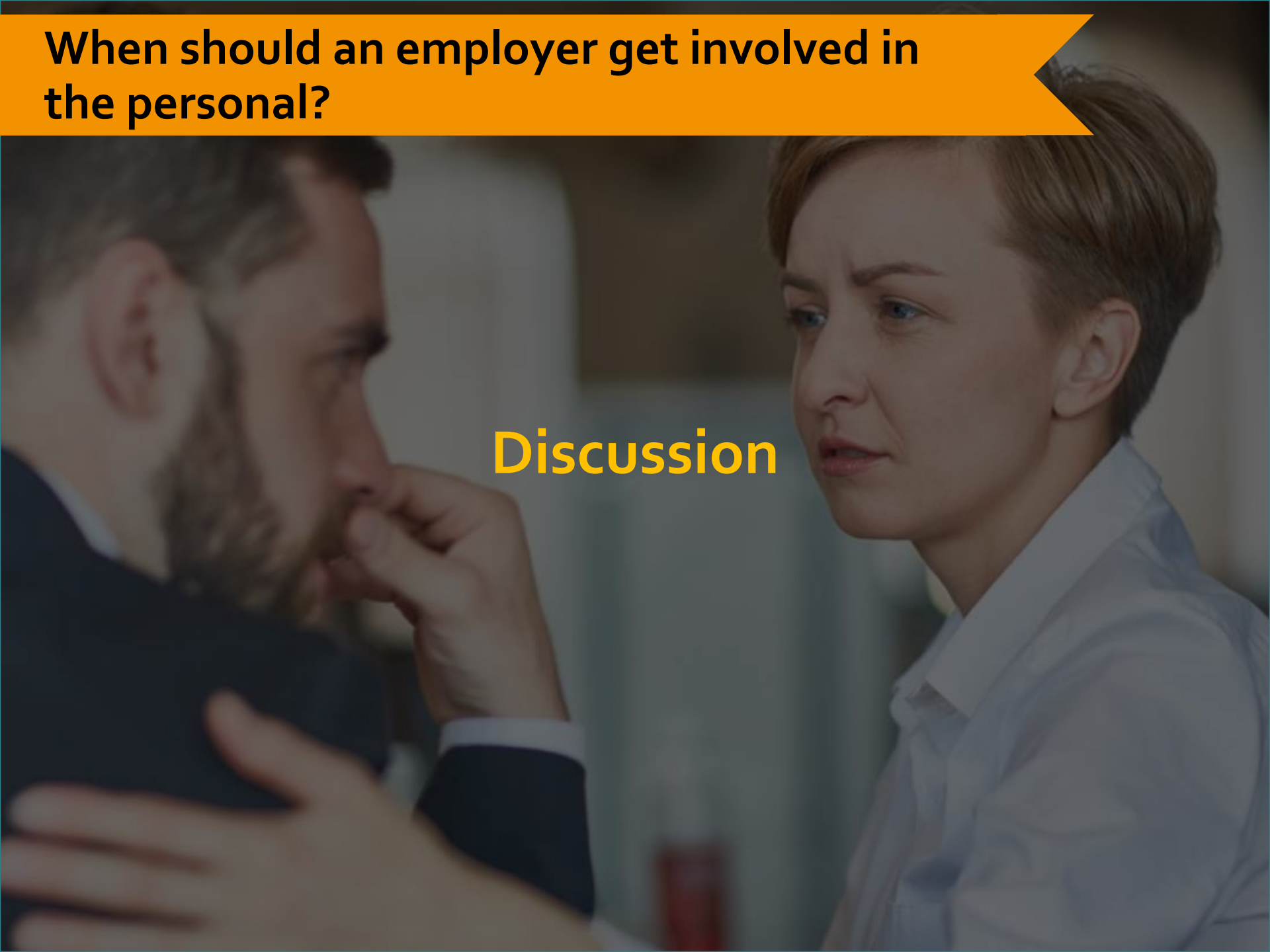
3. Culture Change Programmes that recognise the importance of Relationships

Equipping to support behavior change:

- Inclusion
- Psychological Safety
- Toxic Cultures
- Future Leaders
- etc

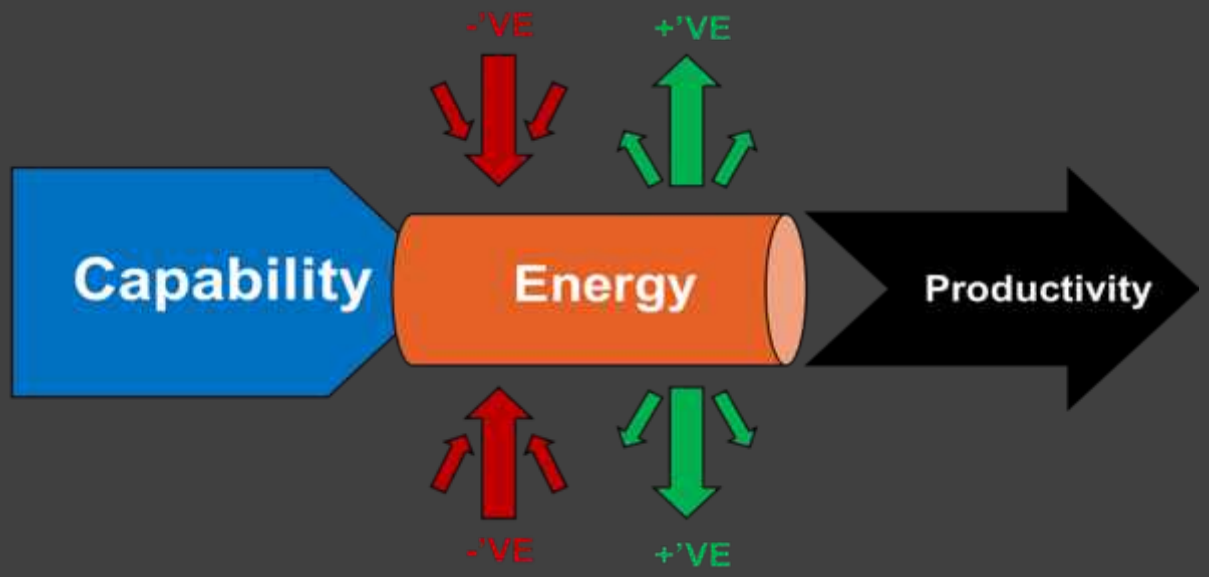
Culture Change

When should an employer get involved in the personal?



When should an employer get involved in the personal? How could we do it?

1. How big an impact do you believe relationship breakdown is currently having on productivity in your organisation and how are you / could you be measuring it?



When should an employer get involved in the personal? How could we do it?

2. What part could relationship capability development play in improving engagement & retention ratings (and Net Promoter Scores) in your organisation?

"People go where they feel welcomed, but stay where they feel appreciated."

When should an employer get involved in the personal? How could we do it?

3. Given the pressure of the environments we ask people to work in & the impact of work demands on home life, is there a moral requirement for employers to equip their people to better manage the inevitable tensions between work and home?

"The evidence is mounting that support for individuals and families enhances both employee and organizational wellbeing."

– Prof. Sir Cary Cooper, CIPD President

When should an employer get involved in the personal? How could we do it?

4. In a world of increasing focus on developing psychologically safe environments, how can employers encourage staff to develop skills that lead to better conversations and better outcomes – both at home & at work?

"Respectful relationships can be the difference between robust conversations and "me too" allegations!"

When should an employer get involved in the personal? In Conclusion…

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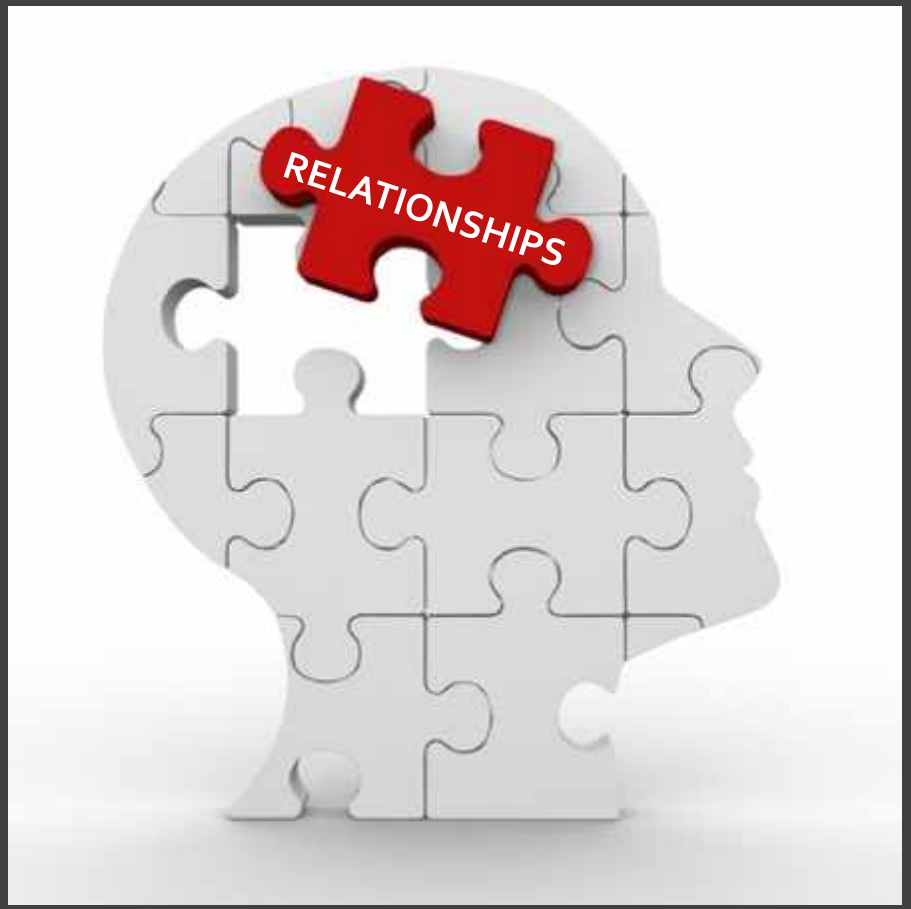
What's the prize?

- ✓ Improved Wellbeing
- ✓ Improved Performance
- ✓ Improved Productivity
- ✓ Improved Retention
- ✓ Culture of Inclusion
- ✓ Reduced Mental Health
- ✓ …



When should an employer get involved in the personal? In Conclusion…

Let's stay in touch…

THANK YOU!

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A bit about us…

Who we are

- Soulmates Academy is an organisation on a mission to reduce relationship and family breakdown and its impact across the nation, by helping people improve their emotional health and wellbeing through proactively developing strong relationship capability.

What we do

- Centred around four fundamental principles for building healthy, successful relationships, we equip individuals with the capability to discover strengths in differences; increase competence in managing conflict; create foundations of trust and respect; and communicate value and appreciation in meaningful ways.

How we do it

- Skills are transferred through workshops, seminars, webinars, online courses or a combination of different modes of delivery.

Find out more

- www.soulmates.academy

Soulmates Academy - #BestSelfAtWork
A bit about us…

Founders

Dr. Andrea Taylor-Cummings BSc, MPhil, DPhil (Oxon) - an international development consultant, coach and mentor, across public and private sectors with 30 yrs experience of helping people to be more present and be a better leader. Andrea's passion is to help people change behaviours for the better and build stronger relationships, which she has been achieving through successfully designing and delivering leadership development programmes for diverse, global audiences, with extensive experience in facilitating workshops, seminars and one-on-one coaching.

Jonathan Taylor-Cummings B.Eng, MPhil (Oxon), AltMBA - has spent much of the last 30 years in professional services, helping both blue-chips (Merrill Lynch; Credit Suisse) and start-ups (Redington; Mallowstreet; LKRC) develop corporate assets and client relationships to deliver a wide range of services across the banking, pensions and consulting sectors. Jon has focused in his career on building 'bigger' people and organisations through leadership, education and relationship development.

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A bit about us…

Call to Action…

"Success in the city is so often accompanied in equal measure by stress in the city. It is a real, present and serious danger to stable family life and family relationships. Soulmates Academy's work is vital and long overdue. They have to succeed and we should support them."

Sir Paul Coleridge
Former High Court Judge

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A bit about us…

Testimonials

"Soulmates cuts to the real issues in a lively, contemporary and engaging format which is not scary or intrusive. You would do well to take a second look."

Richard Kane
Founder – National Marriage Week

"I would summarize the course I took as Fantastic! It was quite an eye opener for me. Very well structured and articulated making it very easy to apply the learning and build strong relationships."

Stephen
Online Course Participant

" The online sessions provide you with techniques and information to help improve your relationship – from the comfort of your home… We've learned so much and now have a common language we can use to call each other out, if we see each other slipping into bad old behavioural habits! It's been brilliant. Sign up. You'll be glad you did."

Mary & Stuart
Live Course Attendees