

THE WINDS OF CHANGE FOR INDUSTRY

The Fourth Industrial Revolution (4IR) is upon us, bringing with it changes in the ways we live, work, and play. Self-driving cars and robot employees have now become a reality.

The Government is implementing initiatives to be proactive and assist industries in adapting to the change; The Department of Social Science and Technology is planning to launch the Affiliate Centre, a centre that will work in partnership with the Council for Scientific and Industrial Research (CSIR) to help prepare the industry of South Africa for the new digital age.

What does that mean for your business, how will 4IR impact your business? Is your office prepared for the redefinition of work and the workplace? Are your clients equipped to adapt to the digital era?

Forbes suggest three ways to prepare your business for 4IR:

Re-invest

Working digitally and remotely provides an opportunity for business to save time and money, use those

savings to up-skill your employees and invest in new age tools and resources for your business.

Refresh

Look into all your business departments and functions and refresh how they work by aligning their activities with technologies that will improve efficiency

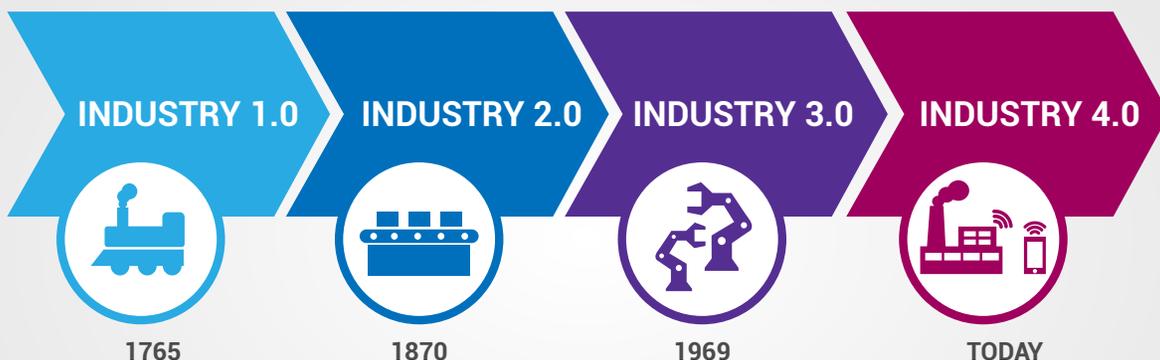
Reflect

Consider the customer and employee perspective, they are the ones who determine whether they see your organization as digital, new age, and on the pulse; and ultimately they play a role in establishing value.

The fourth industrial revolution, like its predecessors will change how we work and do business, but it is also an opportunity to set your business up to be at the forefront of the new age and make your mark.

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Full article available online at:
<https://www.forbes.com/sites/amitymillhiser/2019/03/06/three-ways-to-prepare-your-business-for-the-fourth-industrial-revolution/#c53ee4b76fa8>



WHY DO STAR EMPLOYEES LEAVE?

The struggle to recruit workers with the right mix of skills and expertise needed to fill open positions is reaching a fever pitch, which means businesses must go to greater lengths to attract top talent, including luring workers away from the competition. So, even star employees who seem happily engaged in their current jobs may be tempted to test the waters with another company if the offer is right.

According to a study by Digital marketing firm AdTaxi, as reported on HRDrive.com, "52% of workers plan to look for a new job in 2019, and of those who will take part in the hunt, 54% landed their current job less than a year ago." So, anyone is susceptible, no matter how long they've been with their employer, and the reasons they choose to leave might surprise you.

Here are five reasons, other than pay, that could drive your star employees to leave.

Training or Advancement Opportunities

Not only is employee training and development an important part of maintaining a strong, productive business, it's also vital to retaining top talent. According to a study by TINYpulse, a developer of employee engagement software, "employees who don't feel supported in their professional goals are three times more likely to be looking for a new job." So, an opportunity with another company that better aligns with an employee's desired career path is a tempting prospect.

Flexible Work Environment

We all have lives outside the office, so opportunities to create work-life balance with a flexible work environment that better fits our lifestyle are hard to pass up. According to a survey from Flexjobs, "61% [of workers] have left or considered leaving a job because it did not have work flexibility" and 77% said "having a flexible job would allow them to be healthier (eat better, exercise more, etc.), and 86% said they'd be less stressed."

Feeling like their skills are underutilized/underappreciated

High achievers are driven to perform, so if they feel their skills and expertise aren't being fully utilized, they get bored and may start looking for a more challenging opportunity. Often, this comes down to recognition, which can be a key driver of retention. In fact, the research from TINYpulse, found that "employees who feel under-appreciated are unlikely to stay with their employers," and "21.5% of employees that don't feel recognized when they do great work have interviewed for a job in the last three months, compared to just 12.4% that do feel recognized."

Ambivalence toward the company mission

Most people want to know that the work they do each day contributes to a higher purpose or makes a difference in at least their small part of the world. So, an employee who may be generally engaged in their work and performing well could be tempted to leave if an opportunity arises with a company whose



mission more closely aligns with their life's passion, core values, or personal beliefs. In a survey conducted by Lexington Law, a law firm specializing in credit repair, people were asked to "choose between two extremes – a job you love, but half your current pay or a job you hate, but twice your current pay." Three in five participants said they would take the 50% pay cut to have a job they loved.

Personal reasons you may never know

It's possible you may never truly know why a star employee decides to leave. From personal health issues to simply wanting to shake things up with a

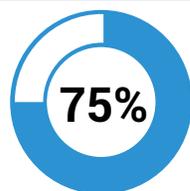
change of pace, everyone has their own motivations for the decisions they make and you may simply have to chalk it up to unknown factors outside your control.

Refresh Leadership

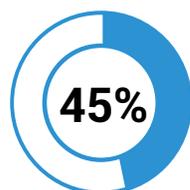
Original article: <http://www.refreshleadership.com/index.php/2019/05/5-reasons-salary-star-employees-leave/>

For more information on other leadership and employment related topics, check out RefreshLeadership.com.

STRESSED OUT AT WORK?



of people reported experiencing at least one symptom of acute stress in the past month.



of people reported "lying awake at night" due to stress.

Other commonly cited symptoms of stress include:

- Headaches (34%)
- Feeling overwhelmed (33%)
- Feeling nervous or anxious (33%)
- Feeling depressed or sad (32%)

EUSTRESS vs DISTRESS

"Eustress" is considered a positive form of stress and can come from starting an exciting new project or receiving a promotion with greater responsibilities in the workplace .

"Distress" is when stress takes a negative toll on your health and wellbeing and has the potential to significantly impact your job, relationships, or work-life balance.

Distress has been connected to many factors that lead to an increased risk of heart disease, including:

- High blood pressure
- High cholesterol levels
- Overeating
- Increased consumption of alcohol and cigarettes
- Fatigue / sleeplessness

FINDING PEACE OF MIND

According to a recent RefreshLeadership.com poll, the TOP FIVE ways people deal with work-related stress include:



Setting boundaries/
leave work at the office



Take mental
breaks throughout
the day



Exercise/yoga etc.



Take a vacation/
day off



Vent to a trusted
co-worker/friend

5 QUICK TIPS TO FIGHT WORKPLACE STRESS

1

Draw a Line

Although there will be exceptions from time to time, commit to making a clear distinction between where your work life ends and your personal life begins.

2

Get Physical

From yoga to cycling to weightlifting, find a physical activity that gets your body moving and burns off some of that excess stress that's throwing your life out of whack.

3

Find Your Zen

Close your office door and turn on some nature sounds or a favourite album to briefly tune out the chaos beyond your desk. Deep breathing exercises can also help you meditate and refocus your energy.

4

Catch some Zs

From committing to an earlier bedtime to catching a quick power nap at lunch, turn off your screens and focus on recharging your mind and body to reduce the impact of workplace stress.

5

Call a Friend

Whether it's a mentor, family member, or best friend, a strong support system to lean on when the going gets tough can help calm your nerves and keep you grounded.

Sources: <http://www.refreshleadership.com/index.php/2018/02/quations-month-effective-ways-deal-workrelated-stress/> <https://www.apa.org/news/press/releases/stress/2016/coping-with-change.pdf> <https://www.psychologytoday.com/blog/the-athletes-way/2017/11/stress-in-america-is-gnawing-away-our-overall-well-being> <http://time.com/5005076/stress-anxiety-symptoms> http://www.heart.org/HEARTORG/HealthyLiving/StressManagement/HowDoesStressAffectYourStress-and-Heart-Health_UCM_437370_Article.jsp#.WqMHa-jw670



Serving and bringing hope to communities across the world.



The Brand It Blue Initiative

The Brand It Blue Initiative was born out of a desire to serve and partner with a variety of non-profit organizations in more than 800 locations in the United States, Canada, and South Africa.

As part of the mission of Express Employment Professionals, our franchises help connect qualified job seekers with reputable companies, but also go above and beyond to provide hope to their communities.

Between 2013 - 2018, franchise offices have partnered with local charities in their community. Express staff, associates, clients, friends, and family have volunteered and helped these charities.

Our Brand It Blue Initiative will take place during the month of July.

We Need Your Help!

We'd love for you to join us as we volunteer and honour the communities that have supported us through the years. Each volunteer will receive a free T-Shirt!

Ways You Can Help

Donate Non-Perishable Food Items

You can collect non-perishable food at your office and we will gladly come and collect it from you. Alternatively, you can drop off non-perishable food at one of our Express offices from 8am-4pm.

Help Spread the Word

Tell your friends, family, and neighbours how they can get involved too.

Ask us how you can participate in our Brand It Blue Initiative.

What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead.

- Nelson Mandela

Express Franchised Offices in South Africa

Bedfordview	0861 177 758
Cape Town	0861 222 280
Durban North	0861 222 276
Durban South	0861 222 265

Middelburg	0861 177 754
Midrand	0860 604 949
Parktown	011 351 6363
Pietermaritzburg	0861 222 263

Port Elizabeth	0861 177 757
Pretoria North	0860 403 500
Richards Bay	0861 222 264
Sandton	0861 177 755

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