

MAKE EMPLOYEE WELLNESS A PART OF YOUR TRANSFORMATION STRATEGY

The world is developing and changing at an unprecedented rate, with the digital age looming over us bringing with it unknown complexities and uncertainties. The world of work is set to be redefined and transformed.

The global economic climate is unpredictable and companies, now more than ever, are competing on a global scale. This means organisational change will likely become more frequent. What does that mean for employees and their social, emotional and psychological wellness? Well, a study by AON Employee Benefits in the UK reports that the number of employees reporting stress and illness related to mental health has jumped from 55% in 2017 to 68% in 2018.

This year burn-out was officially recognized by the World Health Organisation (WHO) as a work related health diagnosis that is a result of "chronic workplace stress that has not been effectively managed."

The three dimensions of burn-out are:

- 1 Feelings of energy depletion or exhaustion
- 2 Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
- 3 Reduced professional efficacy

Besides individual strategies that employees can implement such as taking a break from the desk and practicing intentional breathing, employers are encouraged to incorporate stress management and

employee wellness strategies into their organisational transformation planning.

A successful wellness programme is based on an accurate understanding of the organisational causes of stress and burn-out. Stephen Rothgiesser of the Change Consulting Group suggests conducting staff engagement surveys, focus group discussions, or collaborating with HR and line managers to identify staff concerns.



Employees will be less stressed and anxious about change if their wellness has been accounted for and planned for and consequently performance and productivity will increase.

Source: The Change Consulting Group

Full article available online at: <https://www.bizcommunity.com/Article/196/796/193783.html>

ENGAGING THE FIVE GENERATIONS IN YOUR WORKPLACE

Today's workforce is the first in history to include workers from five different generations. While this welcomes diversity, it also poses some significant challenges for keeping workers engaged and on board.

A recent Ernst & Young survey shows that 75% of managers find it challenging to manage intergenerational teams and 77%



reported that the different work expectations of each generation is a key challenge. Consider the general mindset of each group toward office meetings as an illustration of this challenge:

Traditionalists (born prior to 1946) will typically arrive early and expect a paper agenda.

Baby Boomers (born between 1946 and 1964) will expect a PowerPoint presentation and are willing to put in any extra hours required if the meeting runs long.

Gen X (born between 1965 and 1976) employees will prefer to watch a video and expect the meeting to end by 5 p.m. to honour work-life balance boundaries.

Millennials (born between 1977 and 1997) will want the meeting to have a strong purpose, and will use collaborative digital tools to share meeting information and expect others to do the same.

Generation Z (born after 1997) employees will want to call in from a remote location, no matter what the time, because they view the workplace as an anytime-anywhere proposition.

It's About Motivation

How can employers keep all segments of this diverse workforce engaged? A Harvard Business Review article explains that it is not a matter of trying to get everyone to work in the same way, but about leveraging each group's strengths and understanding what motivates team members the most. The author suggests that managers shouldn't assume they already know how to

motivate employees who are older or younger. Instead, it's important to have individual conversations with workers to determine what they want out of their own professional lives.

Millennial workers, in particular, typically need to feel their input has value and some have very ambitious goals. A Wall Street Journals

guide to managing across generations suggests giving these individuals special assignments that are outside of their job descriptions, such as placing them on a task force that's working to solve a business or workplace problem.

Different Generations, Similar Expectations

While each workforce generation has come from a different era, a report by the University of North Carolina Kenan-Flagler Business School Executive Development Program suggests that in the workplace, the different generations may have more in common than employers realize, from wanting the business as a whole to succeed to wanting success in their individual careers.

Interestingly, workers from all five generations agree on the characteristics of an ideal business leader:

- Leads by example
- Is accessible
- Challenges and holds others accountable
- Acts as a coach and mentor
- Helps others see how their roles contribute to the organization

Despite technology, communication and work style preferences, there are universal attributes that cross generations and can lead to team bonding. Whether it's the way your employees care about their families or their vision for the team's success, those common threads can be the beginning of a more cohesive and engaged multi-generational team. This bonding breeds an atmosphere of trust and a valuable level of respect for what each individual brings to the table, no matter what generational group they are in.

THE HOME STRETCH: TIPS TO FINISH STRONG IN 2019

With three-quarters of the year behind us, we've officially entered the final stretch of 2019. With 2020 just around the corner, many companies are feeling the pressure to finish strong. So, it's important to take an assessment of where you are and what you need to do to meet - and exceed - your end-of-the-year goals.

Whether you're right on track or falling short of your performance expectations, these tips may help ensure you head into the new year with some positive momentum.

Fine tune your action plan

Although it's likely too late to overhaul your annual plan altogether, there are probably small adjustments that can be made to give an extra boost toward meeting your end of the year goals. Taking a moment to review and revise your strategies before making a final push toward 2020 will help focus your efforts on the activities that will get you there.

Rally the troops

If your employees' stamina seems to be running on fumes as you head into the final months of 2019, it's important to do everything you can to motivate and energize them to find their second wind and focus on finishing strong. From team building events to simply catering lunch from time to time, there are a wide variety of ways to keep spirits high and ensure

everyone is engaged.

Clear the path

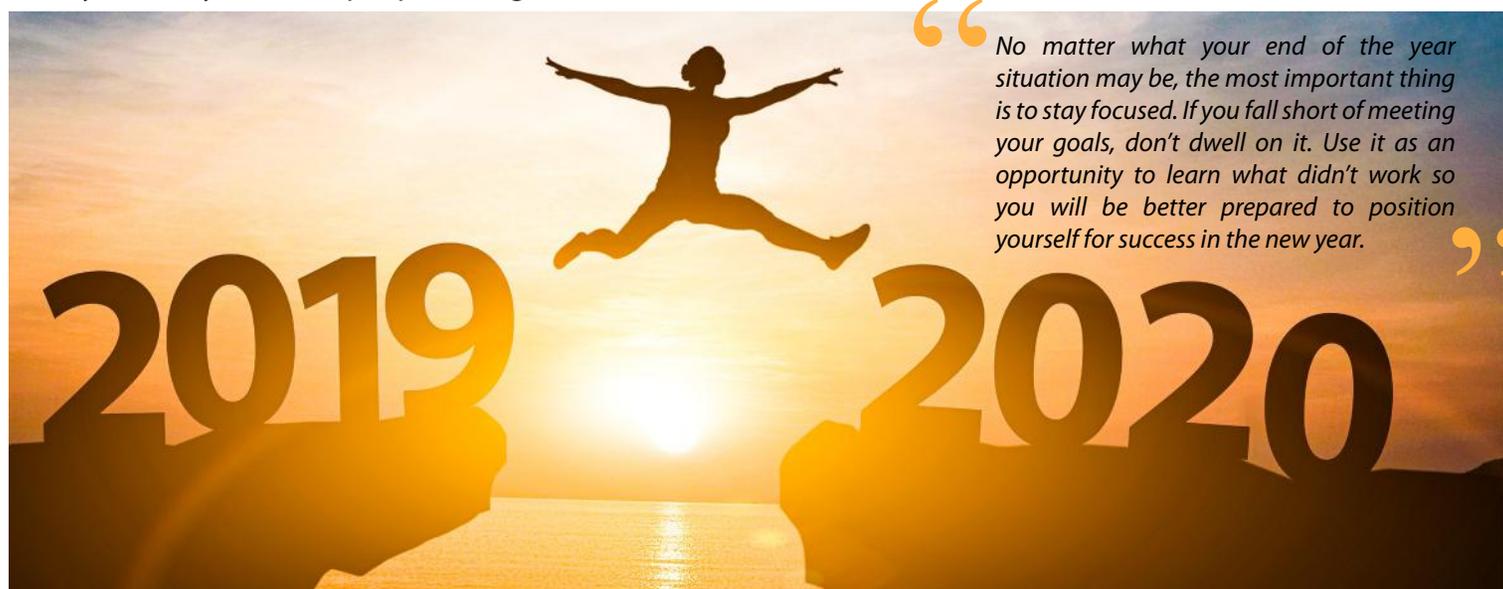
Sometimes the best thing you can do to shed all the clutter that has accumulated throughout the year is to clear a path toward the finish line. From extra projects and conflicts with colleagues to actual files and paper piling up on every available surface around the workplace, ridding yourself of distractions lets you think more clearly about reaching and exceeding your goals.

Up the ante

If your team is lagging behind - or just barely meeting performance goals - sometimes upping the ante is necessary to get a final burst of productivity to finish the year. Whether it's offering more enticing bonuses or implementing an end-of-the-year sales contest, giving your workforce an exciting new reward to aim for may be exactly what's needed.

Take a breather

If you've had a long and challenging year up to this point, it's likely becoming more difficult to summon the energy needed to stay on track. Before you start the countdown to the final days of 2019, take an opportunity to catch your breath. Whether it's taking a full vacation or just a long weekend, a little time to recharge the batteries is essential to staying focused and energized for closing out the fourth quarter.



“No matter what your end of the year situation may be, the most important thing is to stay focused. If you fall short of meeting your goals, don't dwell on it. Use it as an opportunity to learn what didn't work so you will be better prepared to position yourself for success in the new year.”

FESTIVE SEASON APPROACHING

FOR MANY COMPANIES, THE 4TH QUARTER REPRESENTS THE BUSIEST TIME OF THE YEAR

From higher production demands to an uptick in service needs, these final three months can cause unwarranted stress and anxiety for business leaders. However, using Express Employment Professionals to fill seasonal employment needs takes the hassle out of hiring during the busy festive holiday season. Learn how seasonal staffing can help your business meet these needs this 4th quarter.

Meet Production Needs

In some industries, including retail, demand rises exponentially during the holiday season. To ensure a high level of customer and client satisfaction, businesses stock their workforces with more talent to meet higher demands. Temporary help can be the difference between staff burn-out and a strong, healthy workforce.

Filling the Holiday Gap

While the fourth quarter can be the busiest time of year for businesses, it can also be the most understaffed period due to employees going on holiday and

spending time with family and friends. Studies show the importance of taking time away from the office to recharge and boost productivity, so consider filling the gap with temporary workers.

Evaluating Potential Employees

An additional benefit of seasonal staffing is uncovering star workers in the local talent pool. When using temporary workers through us, you get first-hand experience in evaluating potential full-time employees. You can avoid the cycle of high turnover costs and the lasting effects of a bad hire through seasonal staffing. Using temporary employment this holiday season is a great way to help in the year-end crunch, as well as find the talent your business needs to reach your upcoming goals in 2020.

Express is Here to Meet Your Staffing Needs

With staffing solutions in Light Industrial, Offices Services, and Professional, Express Employment Professionals puts people to work. We can help take the hassle out of hiring this holiday season.



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