

KENT Coaching and Mentoring

Work Life Balance Coaching

Work Life Balance Coaching Programmes aim to help employers and employees address issues that arise from Work Life Balance, and improve personal and professional effectiveness.

We are all aware of the impact that stress, absenteeism and under-performance can have on an organisation, and that often these issues are the result of conflicting demands on our time.

STRESS costs society around £3.7 billion per year (HSE)

Adopting a positive approach to Work Life Balance can make a huge difference and we believe there to be two main issues to consider:

What the organisation can do for the individual.

What the individual can do for themselves.

What could you do to reduce absenteeism and stress levels and increase motivation of your people?

Our coaching programmes give employees the opportunity to explore Work Life Balance in the context of their job roles, giving them the responsibility to manage and maintain their own Work Life Balance.

How is this achieved?

The programmes facilitate organisations and individuals in realising their need for a healthy work life balance and they help identify the processes and positive steps needed to attain it.

These are summarised by:

Building an understanding of the issues involved

Accepting responsibility for Work Life Balance

Life and work goals - connecting the two

Adjusting your schedule

Needing to be flexible

Communicating your needs and requirements

Employer and employee options

How is the programme delivered?

All workshops and coaching sessions can be tailored to meet organisational and individual needs.

One Day Workshop

Aimed at all employees and includes:

- Raising awareness of need for good balance
- What good work life balance is
- Impact of work life balance on individuals and organisations
- Identifying personal motivators

Half Day Workshop

Aimed at Senior Managers or Directors and covers:

- Raising awareness and understanding of the business case for work life balance
- The impact of stress in the workplace
- The legal implications of stress management and prevention
- Looking at personal work life balance and personal motivators
- Identifying proactive and positive ways forward

1:1 Coaching Programme

The sessions can take place in the workplace, or via the telephone. A typical programme of one-to-one Coaching would involve twelve sessions over a three month period.

The term 'work life balance' is defined as ... 'the desire of all individuals – not just those with families or caring responsibilities - to maintain a balance between their paid work and their life outside work...'
The Work Foundation

Business Case and Benefits

Work Life Balance represents a win-win scenario in business for the employer, employees and customers alike.

Employer benefits include:

- enhanced performance
- a happier workforce
- increased retention of staff
- higher levels of staff motivation
- improved employee commitment
- positive effects on productivity, recruitment and absenteeism
- demonstrates Corporate Social Responsibility

Employee Benefits include:

- increased job satisfaction
- better work and life relationships
- improved health
- higher self-esteem, confidence, commitment and levels of concentration
- greater control of their working lives,
- responsibility and sense of ownership

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Customer/Client Benefits include:

- better service
- positive regard for the company
- perception of investment in people
- more confidence in the relationship

12.5 million days stress related absenteeism taken every year (HSE)

What do clients say?

"The Work Life Balance workshop made me pause and take stock. It was really brilliant at making me realise what my REAL priorities should be -full of pertinent insights into the causes of stress etc. and practical ways of dealing with them, all delivered with enthusiasm and humour. I ended the day with renewed resolve which has not been diluted since. The workshop will change the way you think and act"

"The workshop was an excellent opportunity to put values, personal goals and actions at the heart of what I do, in place of imposition, deadlines and reaction."

"The one day Work Life Balance workshop followed by six individual sessions enabled me to clarify my thoughts, prioritise what most mattered and plan realistic, healthy targets. Work no longer controls my life."

About the development of these programmes

Lisa Spencer-Arnell at CCS Coaching, has developed a number of Work Life Balance programmes designed to facilitate the improvement of individuals' personal and professional lives, and enhance organisational effectiveness through addressing causes and pre-cursors to stress and negative work life balance in the workplace.

These programmes have been recognised by the Law Society and are being delivered by associates across the UK into public and private sector organisations.

Patricia Hewitt, former Secretary of State for Trade & Industry commented

"Stressed workers cannot perform to their maximum potential... and this can damage commercial success. That is why it is down to employers and employees to work together to find sensible work life balance solutions, which will result in better results, higher productivity and increased staff commitment."

If your organisation can realise the need for healthy work life balance, we can help you identify the positive steps needed to achieve it.

Contact Kent Coaching and Mentoring for a free consultation to find out how the Work Life Balance programmes can assist you or your organisation.

Email: act@kentcm.com

Or log onto our website a register your interest.