



CHAIRMAN'S ADVISORY COUNCIL

A Summary of the CAC's Discussion of Workforce Related Topics for December 2019.

1

What are the trends you are observing regarding stress in the workplace?

INSIGHTS



Coming to work loaded with stress from home and society from instant access to information, constant news with social media and the current political situation are adding to personal stress. Bringing these stress factors to work affects coworkers and cuts off time for real work discussions.



Managers need to discuss with employees how to focus on the company's vision and don't bring outside issues into the workplace. There is added pressure from social media and accessing it during the workplace. If they could shut those things off they would get their work done more efficiently. Keep the workplace a neutral environment.



Social media and politics are certainly an issue but management style sets the tone in the organization. The "tone at the top" should convey a sense of belonging and encouraging which makes a big difference affecting the stress levels within the organization.

How is your organization addressing workplace stress?

2

We offer live webinars on topics employees choose based on interest level, provide rooms for exercise and yoga, and work to balance emails with open forum discussions.



Communicate where you stand, where you're going, what your plan is to get there and be clear on your strategy. Communication is critical, there will always be a narrative so if you don't over-communicate, some people will fill in the blanks with whatever they want.



Provide employees information about avoiding stress factors with food choices and too little sleep, turn to a co-worker for support, take a walk or run at lunch to get a change of scenery outside of the office.



INSIGHTS

3

How does your company approach strategic planning?

INSIGHTS



3-5 year plans are fairly typical. Year one is in more detail where budget rolls into plan. Need input from management and work within the team for strategic planning. Process and thinking behind the numbers is more important than the numbers themselves.



Review strategic plan on a quarterly basis and make sure people have the tools they need to do the job and take responsibility of their part/section of the strategy. Managers need to do quarterly reviews with their employees to make sure they are on target with objectives.



Use strategic planning to identify company vision and decide if you want to change it because of the current environment. Move forward on information based on today knowing it may change tomorrow. SWOT analysis needs to be utilized to determine how to move forward.

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