

Women are often accused of being the soft touch but today we need compassion in the work place.

Are you tough enough to give it?

Jenny Reid
The Orange

Death in the Workplace

- ▶ Compassion
- ▶ Personal visits to the family
- ▶ Support system in the workplace
- ▶ Email to all staff
- ▶ Situation totally ignored



Supportive Workforce



Confused Workforce

RESULTS

- ▶ Feelings expressed
 - ▶ Support structure established
 - ▶ Co-operative workforce
 - ▶ Feelings of caring & co-operation
 - ▶ Sadness but move on
- ▶ Feelings suppressed
 - ▶ Confusion
 - ▶ Ongoing emotions
 - ▶ Chaos in the workplace
 - ▶ Heightened stress
 - ▶ Dissatisfaction

Supportive Workforce

Confused Workforce



Compassion does not need to be at the price of your own emotions >>>

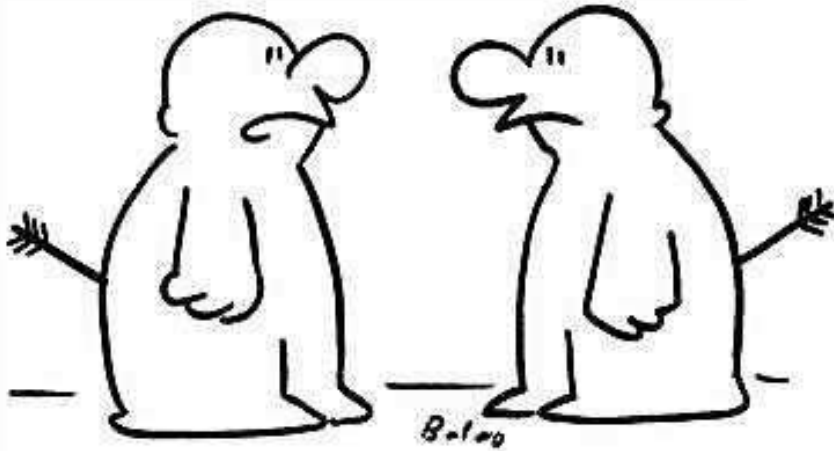
Women's feelings

- ▶ Shrink their own feelings and they become insignificant
- ▶ Self abuse



Empathy Sick

© Original Artist
Reproduction rights obtainable from
www.CartoonStock.com



search ID: rman1515

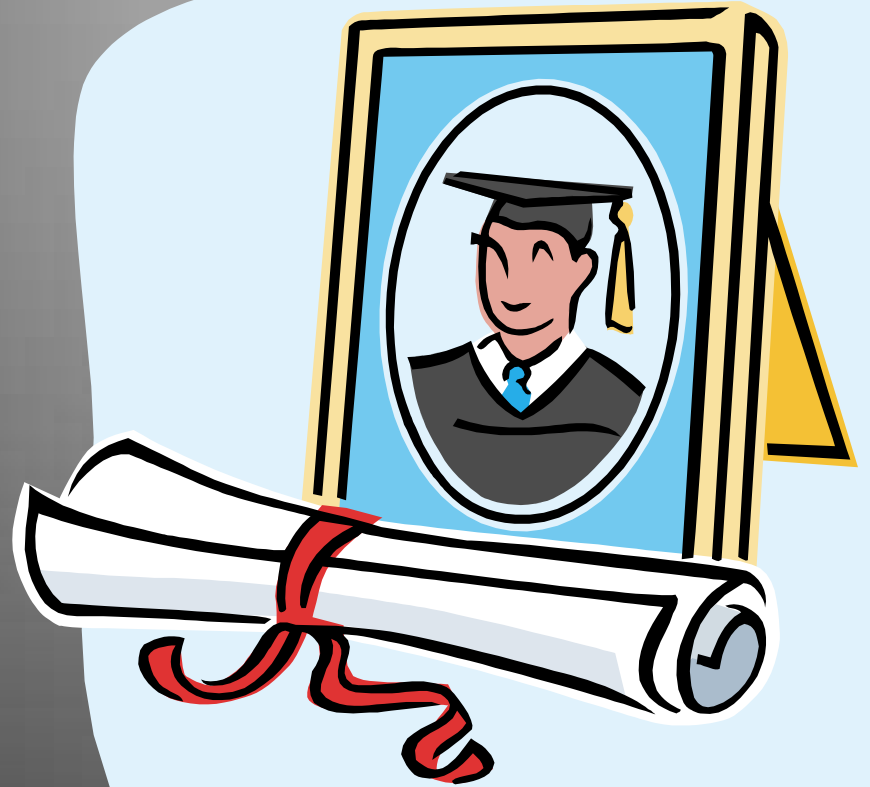
"I know exactly how you feel."

Move On...

Compassion in the Work Place Needs to Encourage

Employees that are:

- ▶ Honest
- ▶ Ethical
- ▶ Loyal
- ▶ Productive



Honest Employee

- ▶ Refraining from lying
- ▶ Upholding high ethical standards
- ▶ High levels of integrity



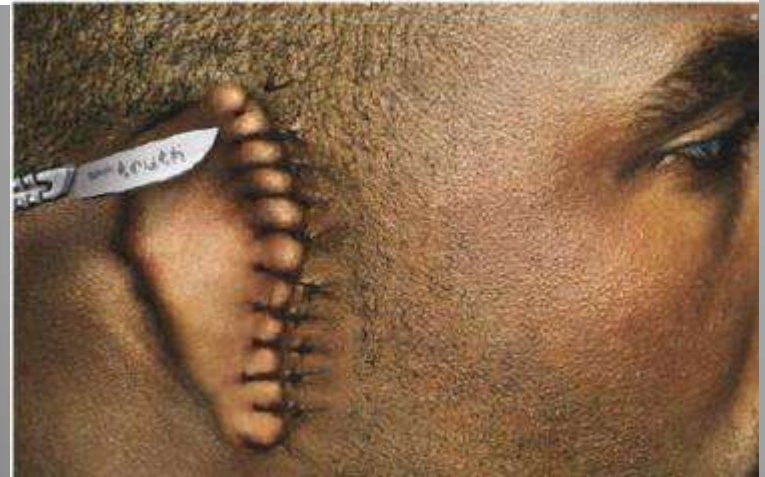
Honest Employee

- ▶ Act in accordance with personal beliefs



Ethical Employee

- ▶ Values held by society but what is society telling people today?



What does Change bring?

▶ Employee

- Up to 20 jobs in a lifetime
- Up to 5 different careers
- Crave emotional connection to work

▶ Employer

- ▶ No sense of family
- ▶ No sheltered employment
- ▶ Criticism from employees

Productive Employee

- ▶ Reach the highest level of productivity possible
 - Skills
 - Working environment
 - Team
 - Leadership
 - Motivation



Loyalty

- ▶ Pile on the perks
- ▶ Job security
- ▶ Management no longer creates a sense of family





Employee Wellness & Appreciation >>

Good Health

- ▶ Only 15% staff have medical aid cover
- ▶ Illness brings stress



Cost of Sick leave

- ▶ UK – £12.2 bn p.a.
- ▶ SA – R12 bn p.a.
- ▶ 1 in 3 sick days is genuine
- ▶ 1 in 3 South Africans will take sick leave to watch a game in 2010
- ▶ Presenteeism



Prevention is better than Cure

▶ Guidance & Advice

- Nutrition
- Supplements
- Healthy Lifestyle



Finances

I want it now!



Does your employee's financial position affect your company security?

Finances

- ▶ Debt Counselling
- ▶ Fear of people
- ▶ Moonlighting
- ▶ Loans
- ▶ Gambling



OR

Finances

- ▶ Employees want to:
 - ▶ Reduce debt
 - ▶ Build wealth
 - ▶ Increase net income
 - ▶ Afford a quality retirement
- ▶ **Only 6% achieve financial independence**

Financial Advice

Employer

- ▶ Offer financial support & advice

Employees

- ▶ Less stressed
- ▶ More secure
- ▶ More focused and less distracted
- ▶ Healthier
- ▶ More productive, creative and energetic



Physical Exercise >>

Costs of health programmes

ILL HEALTH

- ▶ UK – £8.2bn p.a.

PREVENTATIVE HEALTH

- ▶ More motivated
- ▶ 15% increase in mental form
- ▶ 15% increase in time management
- ▶ Improved morale

Secure Environment



456953a www.fotosearch.com

Cost of employees
feeling insecure in
the workplace
premises

Can you have honest,
ethical, loyal and
productive employees?



YES!!!!!!!



The World has changed

Jenny Reid

The Orange

082 600 8225

jenny@orangebusinessboost.co.za