

Ceridian

Stress Management Solutions

Managed human resource solutions that maximise the value of people



Protect your most important

In today's competitive environment, every business relies on the contribution of its employees to stay competitive. And companies who invest in their people will reap the rewards through improved productivity and commitment.

Recent research from the HSE revealed that stress now costs UK businesses £3.7 billion each year, with an average 29 days lost for every case. It's the most frequent cause of absence in the workplace, and can have a detrimental effect on employee performance and morale.

But with effective stress management and appropriate policies, you can minimise the negative impact on your organisation. And maximise the contribution of your people.

A BUILD UP OF PRESSURE

Everyone needs a degree of pressure to help them meet deadlines and focus on their objectives. All successful organisations put their staff under pressure at certain times to ensure that they hit the targets they set.

However, any of the following could potentially increase the pressure on your employees and take stress levels to unhealthy heights:

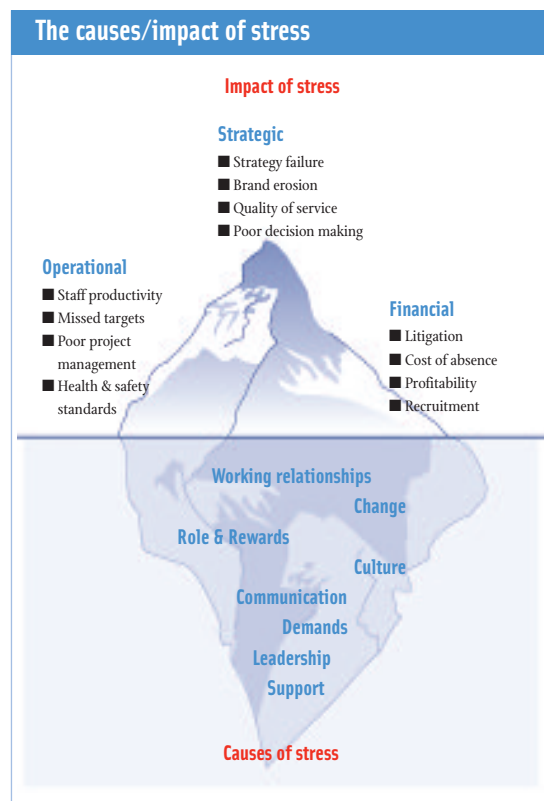
- Actual or perceived business crises
- Redundancy programmes
- Increased workloads
- Implementation of new working methods
- Restructuring within the business

Equally, your company's overall culture and inherent employee behaviours can also put people under excessive stress. Poor communication, ineffective leadership and inadequate support systems can all have this effect.

And once stress has built up in the short term, it's far harder to stave off the long-term implications - for individual and organisation.

"We were never impressed with the Indian head massage school of stress relief, but with Ceridian we were able to build a fantastically successful strategic solution."

HR Business Partner at Capital One



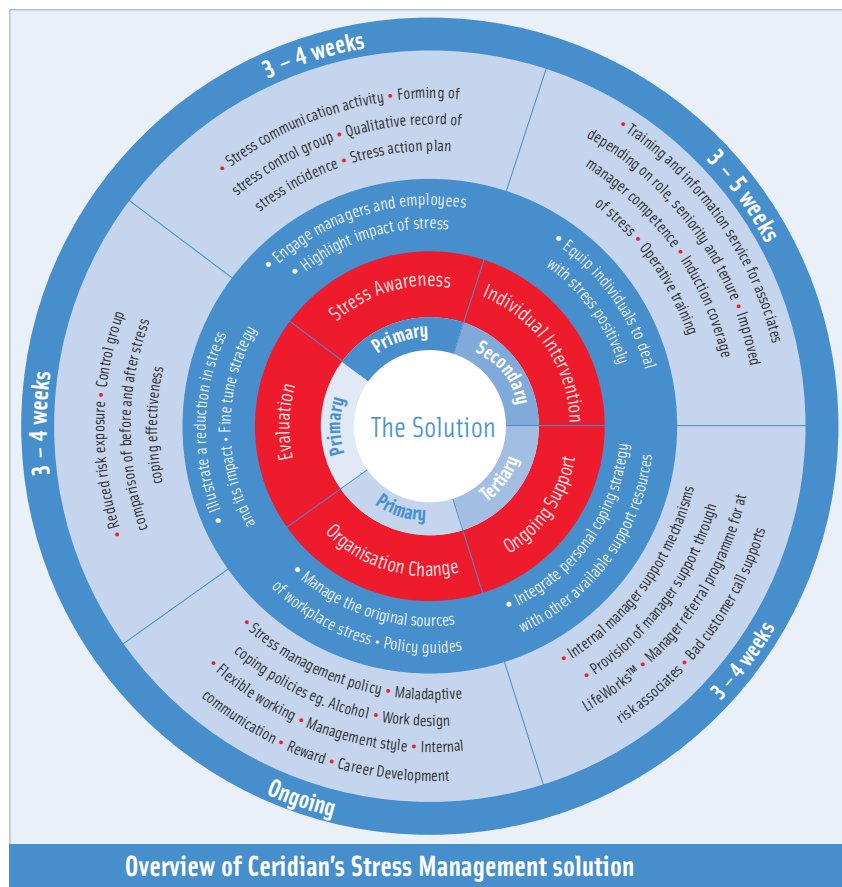
The benefits of effective stress management

By building a culture where stress is openly acknowledged and effectively managed, you can avoid the damaging long-term effects and enable your employees to fulfil their professional potential. Which will give you a sustainable competitive advantage.

The key business benefits include:

- **Lower absenteeism** - eliminate stress-related sickness and bring long-term absentees back to work.
- **Higher employee retention** - improve the resiliency of your employees and keep recruitment costs down.
- **More productive employees** - help people manage their own stressors more effectively, and avoid missed targets.
- **Reduced health-related costs** - ensure you don't pay the premiums on your insurance policies.
- **Remain an employer of choice** - build an open, supportive culture that attracts the best people in your industry.

High performance companies are already taking steps to ensure stress doesn't prevent them hitting their targets and achieving their strategic objectives.



How can we help you effectively manage stress?

At Ceridian, we have the experience, knowledge and resources to deliver innovative, business-based solutions that are proven to get results.

We'll work with you to identify the specific needs and objectives of your organisation. Then design and deliver a tailored stress management programme that will help you meet them.

OUR PEOPLE

Our combined team of specialists includes:

- Organisational Consultants
- Life Coaches
- Management consultants
- Psychotherapists
- Researchers
- Trainers and facilitators

We also harness the thought leadership and experience of global experts in every area of stress management.

A HOLISTIC APPROACH

We believe the only way to effectively manage stress is to identify and address the root cause. So we've created a unique online tool that enables us to highlight the low-impact, but high frequency, stressors other audits miss - such as IT failure.

Our organisational consultants and psychotherapists then use the results to build a preventative and remedial strategy that might include:

- New policies and procedures to remove recognised stressors
- Strategies your employees can use to manage their own stress levels
- Employee Supports for people already feeling the strain

OUR CLIENTS

The organisations we've worked with include small companies with fewer than a hundred employees, right up to multi-national blue-chip corporations who need to implement global strategies for managing stress.

These include a well-known retail bank that wanted to know why stress levels in some departments were higher than others. After initial research we put in place a series of employee supports and helped them write and implement a comprehensive stress policy.

We also helped a leading credit card provider build a stress profile of their call centres. Then put in place a series of interventions that have reduced stress levels and brought 90% of long-term absentees back to work.

Call us today on **0800 733 337** to find out how our stress management programmes can help you protect your most important asset and retain your competitive edge.

Learn more at www.ceridian.co.uk
or call us on 0800 733 337



World-class solutions. Extraordinary expertise. Proven service for thousands of companies around the world. Ceridian frees your company to maximise your human, financial and technological resources and get them focused on what's really important – your business.

MANAGED HUMAN RESOURCE SOLUTIONS