



(Spike Milligan's epitaph)

"Employees like leaving sick messages at 3am on a Sunday night."

"The cost of absence is 3% of GDP, over \$30 billion per year."

"Employers surveyed believed more than half of sick days were discretionary."

Do Your Staff Take Too Many Sickies?

"The average cost of a sickie is \$350 per day."

The Manager's Guide to Reducing Workplace Sickies

Although sickies are often joked about as being an Australian institution, they cost Australia billions of dollars every year. Of course, sick days are inevitable but some sickies are signs of despair and some sickies are discretionary.

Every manager who attends this breakthrough program receives a "managing workplace sickies workbook" written by a psychologist to help reduce the amount of sickies in your organisation.

"If you only lose 4-5 days per week, consider yourself fortunate."

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Signposts of Sickies

→ Sick of self

From time to time, people feel low esteem. Self motivation ebbs and tasks become chores. When people are sick of themselves they often feel more isolated and find it difficult to get back on track.

- + Identifying the signs of low esteem and low morale
- + Learning terminology that should be avoided
- + Peppering in some pick-me-up through the day
- + Keeping communication lines open
- + Rewarding and recognise tasks

→ Sick of colleagues and people

You might notice that some of your people are not themselves. They just don't seem to care about their colleagues. They become indifferent and often focus more on the process than the person.

- + Identifying signs of disillusionment
- + Thomas Killman Conflict Model
- + Improving staff morale
- + The power of positive communications
- + Working with different personalities
- + Building strong dynamic teams
- + Being aware that the team is only as strong as the least committed performer



→ Sick of work

This is the number #1 cause of discretionary sick days in the workplace. The employee is sick of the workplace. When that alarm goes off in the morning, they groan and look for options to take a sickie. These employees often have a hostage mentality and they are disengaged from your organisation.

- + Identifying the signs of "sick of work"
- + Employee engagement — who cares?
- + The psychology of Adams' equity theory
- + Role ambiguity #1 cause of workplace disillusionment
- + Generation differences what can you do?



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→ Sick of Pressure

Throughout our working lives we face constant hurdles and struggle points. Occasionally employees reach crisis points and either bottle up the pressure or explode. Learn proven methods to regulate and release the levels of stress and anxiety in the workplace.

- + Being aware of negative self talk
- + Proven methods to relax and unwind
- + Unravelling your thoughts and positive self talk
- + Stress reduction techniques even on the busiest of days
- + Being resilient at work – Does resilience really matter?

→ Sick Sick

When you're sick you're sick. That is why the sick days are there. Usually you don't want sick people in the workplace and you would much prefer them at home resting and recuperating. However in this session participants learn ways to avoid and reduce the amount of bacterial based germs in the workplace. And you also learn some ideas on how to keep employees fit and healthy.

- + The cost of sickness - ABS statistics
- + Being proactive instead of reactive
- + Reducing the length of recovery time
- + The impact of showing empathy

Maintaining a fit and healthy workforce - what can you do?

4 Benefits of running this course

- + When employees hear that sickies are on the radar, discretionary sickies decrease immediately.
- + Some sick days are signs of despair that are completely missed by managers.
- + Some workplace sickness is preventable.
- + Learn to reduce recovery times and increase productivity

THE NUTS AND BOLTS

This program can be conducted as in-house training on site anywhere in Australia.

GUIDELINES

Group Size: An ideal group size is 4–12 participants.

Venue: For your convenience, you can choose to conduct this program at your offices. Alternatively, we can provide a training venue at a small additional cost.

Duration: This program is conducted as a one day course.

Cost: Upon request.

Target Audience: Senior management, middle management, team leaders and supervisors.

Look at what you receive within 24 hours at no cost:

a program outline, a bio of a proposed facilitator, training cost and possible training dates (if requested)

Contact us today

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