

## What's distracting your employees from their work?

*Time* estimates that depression alone results in lost productivity that "costs the US economy about \$50 billion a year." (Lemmonick, M.D. 2003. The power of mood. *Time*, 20 January, page 65)

## What's that got to do with the workplace?

Surprisingly often, depression stems from low self-esteem. The environment you create for your employees powerfully affects their self-esteem – either building it or eroding it.

Q: **What can you do?**

A: **PLENTY**

## About Fran Hendrick, PCC



With over twenty years of diverse management and therapeutic experience, Fran Hendrick's degrees include a Master's of Education in Counseling

with Clinical Endorsement, and Bachelor's degrees in Psychology and Therapeutic Recreation. Fran also holds certification in the use of psychologist Martin Seligman's highly researched strategies for helping people increase their satisfaction with both their work and their lives.

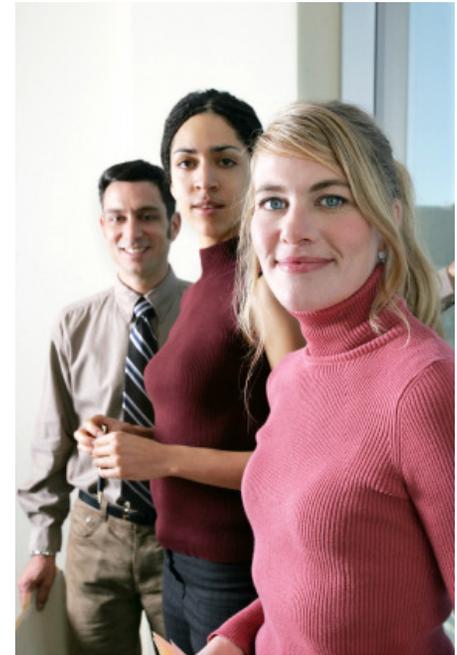
By applying a powerful blend of counseling, coaching, and management expertise, Fran supports organizations in helping their employees achieve peak performance. For employers, this adds up to high morale and optimal productivity, and maximizes retention of valuable employees.

The Self Development Place

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# The Inner Employee

A new angle on employee development



Five Challenges;  
Five Solutions you can implement

*now*

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FIVE CHALLENGES		FIVE SOLUTIONS THAT YOU CAN IMPLEMENT NOW	
	THE CHALLENGE	THE STRATEGY	THE TOOL
1	<p><b>PRODUCTIVITY</b></p> <p>It's not just the big things – like a health crisis or a divorce – that get in the way of productivity. It's the seemingly small things that happen day in and day out in the workplace. Things like the boss not returning their call or a lost sale can immobilize employees for hours or days.</p>	<ul style="list-style-type: none"> <li>● Provide training to give employees techniques to manage the everyday occurrences that threaten their self esteem and block them from being productive</li> <li>● Help employees who need it independently choose to seek help for depression.</li> </ul>	<p><b>EMPLOYEE SEMINAR: <i>Bouncing Back: tackling challenges with resilience</i></b></p> <p>Depression costs big money in terms of employee productivity.</p> <p>It makes good sense to provide employees with the compassionate understanding and tools they need to recognize and address depression.</p> <p><b>[60-minute seminar]</b></p>
2	<p><b>MORALE</b></p> <p>Managers and supervisors are often unaware of the impact they have on their employees' feelings of competence. The result: Self-esteem – and productivity – plummet.</p>	<p>Train managers in interaction styles that allow them to build confidence, foster optimism and increase staff resilience.</p>	<p><b>MANAGER SEMINAR: <i>The Resilient Team – Management That Builds Optimism</i></b></p> <p>When managers foster an environment of optimism, support employees in experiencing a comfortable feeling of being up to the challenge, and convey a sense of hope and possibility, employees are able to be more creative, adapt more readily to change, go "outside their comfort zones" and be more productive.</p> <p><b>[60-minute seminar]</b></p>
3	<p><b>PROCRASTINATION</b></p> <p>Sometimes the employees with the strongest skills, the most knowledge and the best judgment are hindered from performing up to their potential and taking on leadership roles due to fear of being inadequate. Outwardly, this looks like a constant case of the blues, a lack of organization, procrastination, resistance and absenteeism.</p>	<p>Delay is costly! Provide a powerful practice field with coaching that sets up an opportunity for employees to zoom in on, understand and overcome the roadblocks that stop them from accomplishing projects that are lingering on their to-do lists right now.</p>	<p><b>EMPLOYEE SEMINAR AND PRACTICE FIELD: <i>What's Stopping You!</i></b></p> <p>Procrastination stops some of the most talented people from reaching their goals and delivering what they're capable of – mostly due of fear.</p> <p>Examine barriers to success in an initial group session. Then join in a series of <b>Power Hours</b>, a proven coaching strategy to help even the most hesitant experience on-the-spot success. Employees are encouraged to find an ongoing <b>Power Hour</b> partner for mutual support in achieving high productivity.</p> <p><b>[90-min. workshop followed by 6 guided Power Hours; combine with individual coaching to further amplify the impact]</b></p>
4	<p><b>EMPLOYEE RETENTION</b></p> <p>Employee turnover is expensive both in dollars and in morale (<a href="http://www.elancoaching.com/employees.html">http://www.elancoaching.com/employees.html</a>)</p> <p>And money alone doesn't ensure staff retention.</p>	<ul style="list-style-type: none"> <li>● Communicate to employees: <i>We value you.</i></li> <li>● Offer opportunities for professional and personal development.</li> <li>● Increase employees' capacity for taking risks that allow them to contribute at the level of their true potential.</li> </ul>	<p><b>INDIVIDUAL COACHING: an investment in employee development and retention</b></p> <ul style="list-style-type: none"> <li>● Money talks, but the opportunity to grow and develop is at least as strong in terms of employee retention. Developing 3 key capacities – emotional intelligence; communication skills; and agility -- enables staff with already great technical skills to manage others.</li> <li>● Making coaching available gives a strong message: "You are valued." And that alone recharges morale.</li> </ul> <p><b>Learn more at <a href="http://www.elancoaching.com/employees.html">www.elancoaching.com/employees.html</a></b></p>
5	<p><b>IMPLEMENTATION</b></p> <p>Employees walk away from training full of excitement and intention – and then get tied up in the day-to-day demands of their jobs. How do you help staff apply the techniques they've picked up in training to their daily work?</p>	<p>Provide personalized, live support for staff to apply new techniques to projects they're currently working on.</p>	<p><b>INDIVIDUAL AND GROUP COACHING to cement new strategies into daily work</b></p> <p>Coaching increases the level at which employees integrate and apply the strategies they've learned to the issues and tasks they deal with on a daily basis. Whether one-on-one or in a group, just-in-time support tailored to individual needs is a powerful change agent.</p>

Select from **The Self Development Place's signature workshops -- or customize a single or multi-session series** from a host of professional development topics. Participants leave with specific **tools** that facilitate understanding and implementation of the ideas that are presented. <http://www.elancoaching.com/ccaw.html>

