

Use Systems to reduce feelings of Stress and Overwhelm

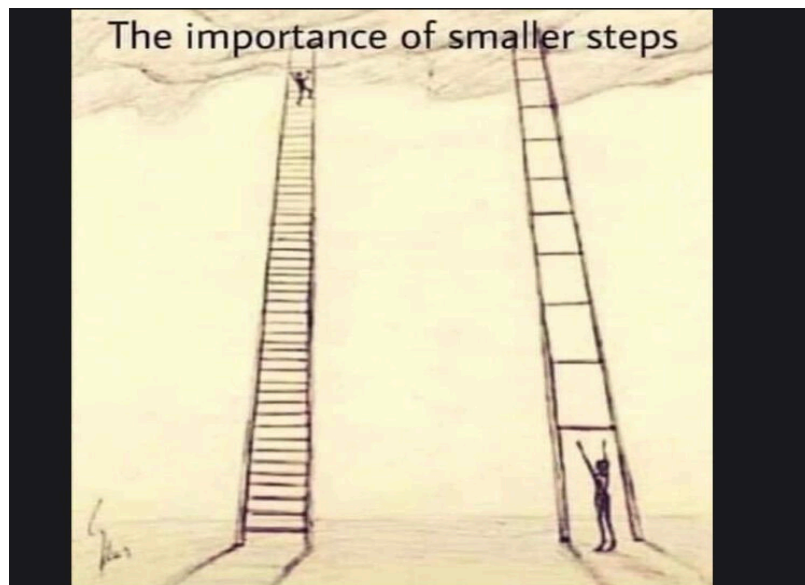
Ensuring staff understand, are trained in and supported in implementing systems is an important aspect of good governance, which is in turn a fundamental requirement of effective leadership.

Sometimes leaders, who are so skilled in operating systems and procedures, that they do them unconsciously, overlook the need to break them down into simple steps for new employees.

One of the easiest ways to support staff in dealing with feelings of stress and overwhelm is to break things down into achievable chunks – or smaller steps.

Sometimes the first step can seem unattainable as in the diagram below.

It is our role as leaders to ensure the first step is identifiable and within reach. Success breeds success so the next steps are easier to attain. At any time when someone gets stuck, check they are using the system, help them reassess how far they have come and then encourage them to refocus on the next attainable step.



For more information on CORE leadership skills please visit my website at
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