



StressSafetyNetTM
for Organizational
Excellence

ICSMP Flagship One-day Workshop

Distinguished International Speakers:



Prof. Mark Cropley
- University of Surrey, UK



Ian Shakspeare
- SMG Health, AUSTRALIA



Dr Rendel D. de Jong
- ISMA-NL, NETHERLANDS



Dr. B. Udaya Kumar Reddy
- ISMA, INDIA

Visit @ www.isma.org.in/icsm2018

Date : 9th November 2018 (09:00 am to 05:30 pm)

Venue : HOTEL THE MANOHAR, BEGUMPET, HYDERABAD.

Workshop Imperative:

Stress in the workplace has emerged as significant and universal problem in terms of negative health, loss in productivity and higher attrition resulting in loss of trained and valuable employees. Presenteeism is another big problem where employees are not contributing to their optimum potential. The expectations from the stakeholders continue to get more demanding making them impatient and vulnerable. The need of agile leadership and workforce has become all the more important now. It is high time to find a mechanism to address stress issues at organisational level to generate healthy profits without compromising the wellbeing, goodwill of their employees.

The popular myth that the individual employees are responsible for managing their own stress no more valid, latest research concludes that integrated stress management (systems approach) showed benefits both to individuals and organizations. While individuals benefit in terms of improved health, better engagement and performance. Organisations also gained in terms of reduced

absenteeism, health compensation costs, workplace conflicts, healthy attrition, employee satisfaction etc. Stress Safety Net is a comprehensive strategic approach that will help identify the scope of primary, secondary and tertiary interventions in a given organisation. A road map is necessary for effective workplace interventions in handling stress to gain overall organisational effectiveness.

Against the above backdrop, the workshop is proposed with following tentative agenda.

Program Schedule

9:00am - 09:30am	Registration
9:30am - 10: 00am	-Introduction of Participants & Resource Persons -Overview of Workshop
10:am-11: 15am	<i>Switching off from work: The importance of psychologically unwinding</i> -Professor Mark Cropley, University of Surrey, UK
11:15am - 11:30am	Tea Break
11:30am - 12:00noon	- <i>Group discussion</i>
12:00noon - 01:00pm	<i>Implementation of Stress Safety Net – a Scientific Approach</i> -Dr. Udaya Kumar Reddy, ISMA, INDIA
01:00pm - 02:00pm	Lunch Break
02:00pm - 03:15pm	<i>Stress and Performance in managers and entrepreneurs</i> Dr Rendel D. de Jong, ISMA-NL, Netherlands
03:15pm - 03:30pm	Tea Break
03:30pm - 04:00pm	<i>GD presentations</i>
04:00pm – 05:15pm	<i>Contemporary trends of Employee Assistance Programs</i> -Ian Shakespeare, SMG Health, President EAP AsiaPac AUSTRALIA
05:15pm – 5:30pm	<i>Valediction</i>

Who should attend?

- Human Resource Professionals
- Line Managers / Operations Managers
- Occupational Health Professionals
- Key decision makers in the organizations

Key Takeaways

- Importance of Agile workforce in Dynamic Market
- Why SSN can be a game changer
- Current National and International Stress management workplace practices
- Cutting edge inputs for employee wellbeing
- Employee empowerment with employee friendly policies
- Understanding stress from individual and organizational perspective
- Protocol to implement SSN at workplace

Speakers' Profile

Mark Cropley is a Professor of Health Psychology and Director of Research for the



School of Psychology at the University of Surrey and a global expert in how people unwind and recover from work. He organised the first ever international academic conferences on recovery from work, and has consulted on this topic across major corporations, the Metropolitan Police, the NHS and various primary and secondary schools. His Research Interests are Stress, health and Fatigue particularly the relationship between psychosocial factors and disease, and how individuals recover from work demands and illness.

Dr Rendel D. de Jong received his Ph.D. at Utrecht University, with a thesis on



stress and performance in managers and entrepreneurs in 1987. He worked as a lecturer, associate professor and assistant professor at Free University Amsterdam and Utrecht University with consultancy, coaching and psychotherapy in private practice. Dr. De Jong was chairman of the members' council and member of the board of the section Work & Organizational Psychology of

the Dutch Psychological Association (NIP), and the Dutch association for Client-Centered Psychotherapy.

He is a member of the ISMA Supervisory Board of the ISMA-NL, member of the scientific committee of NOBCO (Dutch society of professional coaches), Member of the Advisory Board of the Academy of Psychodrama and Group Processes.

Ian Shakespeare is CEO of SMG Health, Australia. He is a specialist consultant in managing workplace conflict, work stress, organisational cross cultural complexities, and fitness for work issues, particularly those pertaining to fatigue, emotional stress and alcohol and other drugs. He has BSc (Psychology), Grad Dip Counseling Psychology, Grad Dip Education, MBA and is a President of the Asia Pacific Employee Assistance Roundtable (APEAR) and a full member of the APS (Australian Psychological Society).



Dr. Udaya Kumar Reddy has two decades of post-doctoral experience in the areas of stress training, research, consultancy and counseling and is presently strengthening Stress Management Lab Pvt. Ltd, Hyderabad, India in the capacity of Director (Training & Consultancy). Dr. Reddy worked as Professor in Dr. MCR HRD Institute, Govt. of A.P., Hyderabad, India. He worked extensively in the area of Organisational Stress Audit, interventions and stress management policy at workplace. Dr. Reddy had his Ph.D. in the area of stress management.



Workshop Venue

Hotel The Manohar
Begumpet, Hyderabad

Workshop Registration Enquiries

Stress Management Lab Pvt. Ltd.
4-6-20/B, 103, Trinity Complex, Attapur, Hyderabad-500048, Tel: 040 - 6646 5566

Registration Fee: INR. 5,000/-

(Fee covers Workshop kit, Lunch and Tea/ Coffee.)

Payment Details

Online Payment:

<http://www.meraevents.com/event/stress-management-lab-for-agile-workforce>

Wire Transfer:

Account Holder Name: International Stress Management Association
A/C No.: 867810110007046, Bank Name : Bank of India
Branch: Attapur, Hyderabad, Telangana , IFSC Code: BKID0008678