



Newsletter

May 2024

*Mental
Health
Awareness
Week*

*How to
Resolve
Conflict at
Work*

*Employee
Recognition*

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Mental Health Awareness Week 2024



This year's theme is: **“Movement: Moving more for our mental health”**

Regular movement is one way to support our mental health. Physical activity releases endorphins, neurotransmitters in the brain that act as natural painkillers and mood elevators. This can help reduce feelings of stress and anxiety and to boost your mood and motivation. Regular physical activity has also been linked to improved cognitive function, including better memory, productivity and attention.

What can you do to support Mental Health Awareness Week 2024?

Here are some suggestions to incorporate Movement into the workplace:

1. **Organise a 'Walking Meeting'** - Encourage employees to have a meeting whilst walking around the local area.
2. **Fitness Challenges** – Why not introduce a bit of friendly competition by starting a step challenge or other fitness challenges where employees can compete individually or in teams.
3. **Stretch Breaks** – Try incorporating regular stretch breaks into your employees' workday. Set reminders for everyone to stand up, stretch, and take a quick walk around the office every hour or so.
4. **Flexible Working** - Allow flexible work arrangements that enable employees to incorporate physical activity into their daily routines, such as flexible start and finish times or the option to work remotely on occasion.
5. **Wellness Workshops** – Consider hosting a workshop on topics like stress management, mindfulness, and the importance of physical activity for mental health.

Don't Forget! On Thursday 16th May 2024, it was **'Wear it Green Day'**! Encouraging employees to wear green in support of good mental health (don't worry, if you didn't take part on this day, you can hold your Wear it Green Day at any time of the year).

If you would like more information on Mental Health in the workplace, please contact Chelsey@agilehrconsulting.com



How to Resolve Conflict at Work

We all understand that conflict at work is inevitable given the diverse personalities, perspectives, and pressures that all form a 2024 modern workplace. However, effectively resolving these conflicts is crucial for maintaining a healthy and productive work environment. Here are some strategies to help you navigate and resolve conflicts at work:

1. Address the Issue Promptly

Avoiding conflict might seem easier, but it often exacerbates the problem. Addressing issues early can prevent them from escalating. Approach the concerned parties as soon as possible to discuss the issue.

2. Communicate Openly and Honestly

Effective communication is key to resolving conflict. Ensure all parties have the opportunity to express their viewpoints without interruption. Listen actively and empathetically to understand the underlying concerns.

3. Focus on the Problem, Not the Person

Personal attacks can derail conflict resolution. Keep the conversation centred on the issue at hand and avoid blaming individuals. This helps in finding constructive solutions and maintains professional relationships.

4. Find Common Ground

Identify areas of agreement and shared goals. This common ground can serve as a foundation for developing a mutually acceptable resolution. Recognising shared objectives can also help in diffusing tension.

5. Explore Multiple Solutions

Be open to different ideas and approaches. Brainstorm possible solutions together and evaluate the pros and cons of each. This collaborative approach can lead to innovative and effective solutions that all parties are willing to support.

6. Seek Mediation if Necessary

Sometimes, conflicts cannot be resolved internally. In such cases, involve a neutral third party, such as a manager or Agile HR, to mediate the discussion. A mediator can provide an unbiased perspective and facilitate a fair resolution.

7. Establish Clear Agreements

Once a solution is agreed upon, outline the steps that will be taken and who is responsible for each action. Documenting the agreement ensures accountability and provides a reference point if issues reoccur.

8. Follow Up

After the initial resolution, follow up with the involved parties to ensure that the agreed-upon solutions are being implemented and that the conflict has been effectively resolved. Regular check-ins can prevent future misunderstandings and build trust.

Conclusion

Resolving workplace conflict involves prompt action, effective communication, and a focus on collaborative problem-solving. By addressing issues head-on and fostering an environment of respect and cooperation, you can turn conflicts into opportunities for growth and improved teamwork.

For advice/ support please contact Jenny (jenny@agilehrconsulting.com)

Employee Recognition

Recognition of employee achievements has an important role in the workplace. When used effectively it can lead to boosted employee morale, increased engagement and productivity and aid retention. Recognising achievements in an ad hoc manner can complement more formal recognition (appraisals/ annual performance reviews) which can help to scope development plans and support future career aspirations.

Ensure you are mindful of how individuals like to be recognised and tailor your recognition to each employee you are celebrating - not everyone wishes for public recognition!

The following are suggestions for employee recognition and if you would like further information please do reach out to Hils (hils@agilehrconsulting.com).

Give a small gift
such as food or
flowers

Share
success with
the team

Make a charitable
donation to a
cause of the
employee's choice

Meal out - to
show your
appreciation for
a team effort

Use your HR system
for praise e.g.
BreatheHR allows
any employee to
give Kudos to
another

A thoughtful thank
you or well done face-
to-face, over email or
in a hand-written card

Share
success
with the
wider
business

Acknowledge
praise from
customers

Hold an event to
celebrate
significant
successes or
milestones

Celebrate
success on
social media

Recognise
personal
achievements
e.g. going on a
training course

Pay it forward. When you're
celebrating an achievement
of your own, show your
thanks by acknowledging
the people who helped to
make it happen

Long Service
Awards to
acknowledge
loyalty to the
business