

Newsletter #3

EUROPEAN PANEL REVIEWING THE RESEARCH

► What was it about?

Legal coordinator:



Confederación de Cuadros y Profesionales
www.confuadros.com

During the first phase of the project, a research has been conducted assessing how managers are affected by stress at work, and collecting recommendations from experts in the field of medicine, nutrition, sports, and coaching.

A research report presenting conclusions has been published by the project partners. This report was submitted to a European panel of experts in order to validate the results of the research before developing the contents of the FIT-MANAGERS training programme.

Operational coordinator:



Instituto de Formación Integral—IFI
www.ifionline.com

► Who is in the European panel?

The European panel is composed of experts member of the CEC, one of the project partners. These experts work for managers' associations and are familiar with work-related issues, and especially stress at work. They are in contact with all types of managers: middle managers, executives and senior managers, as well as chief executives and top-managers.

The European panel covers 6 countries: Denmark, France, Germany, Italy, Norway and Sweden.



Confédération européenne des Cadres
www.cec-managers.org

► What was the feedback given?

Work-related stress :

All the experts interviewed confirmed that work-related stress was a topic of interest for their associations. **The assessment of the report results varied according how the associations felt they could make use of the project in their country.** In two countries, Denmark and France, it was stated that work-related stress was a specific topic followed by one of the association's department. In these countries the experts gained little knowledge from the report.

In France, the association has a stress barometer which presents twice a year the feedback of a panel of managers on stress-related issues.

Most of the interviewed experts recognised a need to provide training to help managers better face work-related stress. However, it was reported that **stress must also be acknowledged as a problem emerging from the organisation of work and working conditions. In this respect, facing work-related stress cannot focus solely on the individual.**

Looking at the training:

In several countries, managers' associations directly provide training to their affiliates. A majority of the interviewed experts were familiar with online training.

One important remark was the fact that, if addressed to managers, **the training should not be too time-**



consuming (short sessions and practically oriented). But all interviewed experts agreed that the training could address both middle managers and executives.

Attitudes are essential in the FIT-MANAGER diamond. **Concrete action-points should be pin-pointed, giving managers the tools to reduce stress-related strains** (such as work overload, lack of support...).

Regarding the background of the professionals conducting the training, several profiles were considered: recognised coach, physician, sports therapist, psychologist, sociologist, lawyer, but also someone with direct experience as a manager.

Online training was generally assessed as an appropriate training method for managers. However, **the progress and results should also be evaluated face to face either individually or collectively.**

Further aspects to consider:

Recommendations of the European panel include:

- to analyse how improving the organisation of work may also reduce stress for managers,
- the interdependence of family life with health behaviour.

Another aspect raised by the European panel concerns the language in which the FIT-MANAGERS training

NEXT STEP

► Developing training modules

Based on the conclusions of the research report, the project partners are now developing the contents of the training modules.

In total four modules will be drafted covering the four aspects of the training: health, sports, nutrition and attitudes.