

*Manage - Able*TM

Employees

A Management & Employee Development Programme

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Helping employees who experience extended economic and psychological stress maximize their potential in industrial, manufacturing and service environments.

- Bettering management & employee communication.
 - Improving management & employee relations.
 - Based on research and personal experience.
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Mitigating

- The personal and economic limitations of learned helplessness.
- The negative impact of stressful situations upon the performance of employees.

Promoting

- Greater management and employee self-awareness.
- Practical professional and personal opportunities for self-directed learning and development.
- Improved corporate culture and reputation.

Recognizing

- Past achievements, strengths and weaknesses of employees.

Building

- Positive personal life skills and attitudes.
- Positive professional life skills and attitudes.
- Greater opportunities to promote from within.

Improving

- Appropriate use of the many support systems available to employees.
- Management/employee communications.
- Bottom line economic performance.

Reducing

- Turnover of employees with marginal backgrounds.
- Training and benefit costs.

Why?

The employment structure of the British economy is rapidly changing. Welfare reform is now a part of daily life. As the number of available manufacturing jobs decline, the number of service jobs and part-time positions increase. At the same time, for various reasons, British society is experiencing a rapid expansion in the number of working families and individuals who find themselves living in 'marginal' situations, experiencing constant economic and psychological stress. Behaviours symptomatic of these circumstances impact the bottom line of every British organization by way of poor communications, poor manager/employee relations and related inefficiencies.

How?

Including a pre-evaluation, the programme *firstly* gives managers an understanding of the psychosocial issues commonly associated with the lives of individuals and/or families experiencing economic and psychological stress. Behaviors symptomatic of these economically and psychologically stressful situations are linked to their common psychological denominator – depression.

Secondly the programme outlines a treatment of depression using three specific forms of goal setting that promote self-management. Managers learn how to implement these goal-setting techniques by instigating progressively structured conversations that promote

Self-Directed Learning* in those whom they manage. The process is laid out in a simple, methodical fashion that enables managers, as a routine part of their daily activities, to develop professionally nurturing and trusting relationships with those for whom they are responsible. Employees work with managers to set goals and agreed, measurable outcomes based upon employee identified priorities.

Including pre and post evaluations that will document effectiveness of the programme and time saved, *program delivery* (6-8 hours) may be tailored to meet the demands of various organisational structures, from a small company with a single plant to a large company with multiple independently managed facilities.

Follow up to support effective implementation of the programme is conducted face to face and by e-mail.

* Self-Directed Learning helps overcome the psychosocial problems & behaviours associated with economically and psychologically stressful (i.e. marginal) situations. Self-Directed learning has long been associated with a 'healthy' workforce, positive corporate culture and the many cost savings that emerge from improved communications and related efficiencies.