

# BUSTING BURNOUT

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For the past 20 years, Sharon has provided strategic and financial consulting to businesses across a range of industries based in Ireland, Europe, Africa and the US.

While leading international teams, Sharon became frustrated that high potential employees were struggling to transition into leadership roles, leading to them becoming overwhelmed and sometimes facing burnout.

This prompted her to develop a leadership programme, which she has delivered internationally for employees to be successful in their leadership roles and become true business partners.

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## Simon Haigh

Simon Haigh, MBA, BA (Hons) Law is a highly acclaimed (over 100+ testimonials) business, leadership, brand & personal growth strategist & transformational thought leader. He is a globally acknowledged expert in negotiation & dealmaking, a certified leadership, executive & life coach, mentor, consultant, advisor, CPD Accredited trainer, facilitator, certified mediator, adjunct lecturer, keynote speaker, media host, board/business advisor, lawyer & 5 star Amazon author.



**Thinkers360** #4 Sales, #9 Entrepreneurship, #10 Legal & IP,  
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**peopleHum** Top 200 Influential Thought Leader



**LeadersHum** #42 Biggest Voice in Leadership



**Brainz** Top 500 Influential Thought Leader



**Global Guru's** #6 Negotiation Thought Leader



**Thinkers50** Contributor

Simon is also a tri-qualified former corporate lawyer, investor/entrepreneur - having built & sold out of technology, luxury items & travel companies, including Haigh & Hastings watches. He has also been a C-suite multinational executive (NANA Development Corporation, Dell EMC, BHP, Xilinx Inc., Eneabba Gas) across four continents over 29 years.

Simon has also been a non-executive director for numerous organisations around the world (business, homeless, education & media not-for-profits), and is currently advisor to three companies in Ireland & the US - [Steerus](#), [Trainedin](#) and [Enso Initiatives](#). He is also co-founder and partner of Inclusion in Leadership & Business Eye Advisory, a collaborative trainer for Inclusion; and Member of ChairX:



Simon has been featured on various global media outlets such as the BBC in the UK, Australia's ABC television, Ireland's Newstalk Radio & numerous global radio & podcast channels.

Simon's work & two of his books ([How to be a Better Dealcloser](#) & [Dealmaking for Corporate Growth](#)) are endorsed by world no. 1 leadership thinker, Marshall Goldsmith. He is also an associate member of the [Marshall Goldsmith Stakeholder Centered Coaching Organisation](#).

3+

Published Books

12+

Published Features

100+

Client Testimonials





# THE 12 STAGES OF BURNOUT

- |   |  |   |  |
|---|--|---|--|
| <br><b>Stage 1</b><br>You feel there is a strong need to prove yourself          | <br><b>Stage 2</b><br>You keep working harder and harder to achieve this    | <br><b>Stage 3</b><br>You begin to neglect your own needs more               | <br><b>Stage 4</b><br>You are conflicted and blame others or the situation  |
| <br><b>Stage 5</b><br>You change your values to focus on work more              | <br><b>Stage 6</b><br>You deny the problems that arise due to work stress  | <br><b>Stage 7</b><br>You withdraw from social life and your family as well | <br><b>Stage 8</b><br>Your behavior changes which upsets your loved ones   |
| <br><b>Stage 9</b><br>Depersonalization happens, you do not feel like yourself | <br><b>Stage 10</b><br>You feel empty and numb, substance abuse can occur | <br><b>Stage 11</b><br>You feel depressed, lost and completely exhausted   | <br><b>Stage 12</b><br>You mentally and physically collapse, full burnout |



# ANXIETY

- **Feeling of apprehension & fear**
- **If not managed properly, anxiety can take control & become unhealthy negative emotion**
- **Self acceptance, accepting that life is uncertain, exercise, diet, health management etc.**

**Anxiety** - your body's natural response to stress - a feeling of fear or apprehension about what's to come or regret for the past

**The Current News Cycle and digital low grade anxiety can be so debilitating if you do not have mechanisms to cope**

**Importance of digital minimalism and perspective**



# STRESS MANAGEMENT

- **Feeling of being under too much mental, emotional pressure**
- Usually normal & even healthy, but if it is too prolonged/excessive it can have significant effects on mental, physical health
- **As with anxiety, you should have a set of tools to deal with issues which cause you significant stress**





# WORK LIFE BALANCE IS THE KEY

- **State of equilibrium between personal, professional life**
- **Lack of healthy work life balance = one of largest causes of emotional distress, mental health issues**
- **Take time to consider your priorities**
- **Learn to say No**
- **Do not compare yourself to others**
- **So how do Leaders help mitigate burnout, boost employee engagement & strengthen the resiliency of the organisation?**



- WHAT SHOULD YOUR LEADERS DO?





# Foster Better Communication

- To avoid mental health issues that can happen with isolation, communicate with employees, & ensure that staff members can connect with one another through all available channels
- More frequency & consistency are especially important in a hybrid work environment, where it's easier for employees to feel as though they're working in a vacuum
- Include one-on-ones focused on progress & goals as well as small chat groups & meet-ups like virtual lunchrooms or happy hours





# Commit to Mental Well-being

- Leaders who exhibit support through empathy are more likely to elicit honesty & authenticity from their employees
- Employees intend to feel heard & validated, leading to a happier, more productive work culture
- Signs to look for include working long hours, taking on extra projects, & exhibiting few personal interests or relationships





# Implement Flexible Works Schedule & Encourage Downtime

- It's critical to build in downtime. Let employees know that they can, & should, take breaks, personal days, or vacation when necessary
- Allow for a flexible schedule in the new world of work - especially for people simultaneously juggling work, childcare, or supporting other family members
- Employers must give their employees leeway when it comes to setting their schedules to avoid burnout & fatigue





# Implement Workplace Flexibility

- Though some workers are anxious to return to a physical office, many prefer to continue working remotely
- It's important to establish clear expectations & guidelines around hybrid work
- More tenured employees might receive more latitude, while newer employees might benefit from a combination of in-office onboarding & fewer remote workdays





# Invest in Collaboration Tools

- Employee engagement & performance management technologies support productivity, knowledge sharing, & collaboration
- Engagement will bridge the perceived gap between in-office & remote employees since both will receive critical coaching & feedback, further aligning individual & team objectives to the organization's most strategic priorities
- We can either optimize technology or allow it to rule us. Commit to mitigating employee burnout





# Check in With Your Employees

- Stay in contact with your team during the workday to ensure that you know what they're working on, & determine if they're experiencing any issues with work-life balance
- You also need to take the initiative to find out how they're feeling
- Conduct regular check-ins to gauge the team's happiness levels & overall state of being & be ready to support quick interventions for preventing any adverse mental health outcomes/low levels of productivity





# Encourage Work-life Balance

- Employees must understand that stepping away can increase productivity in the long run
- Setting the example at the management level is critically important to employees using their time off & completely unplugging to recharge
- When employees do take time off, allow it to be completely uninterrupted





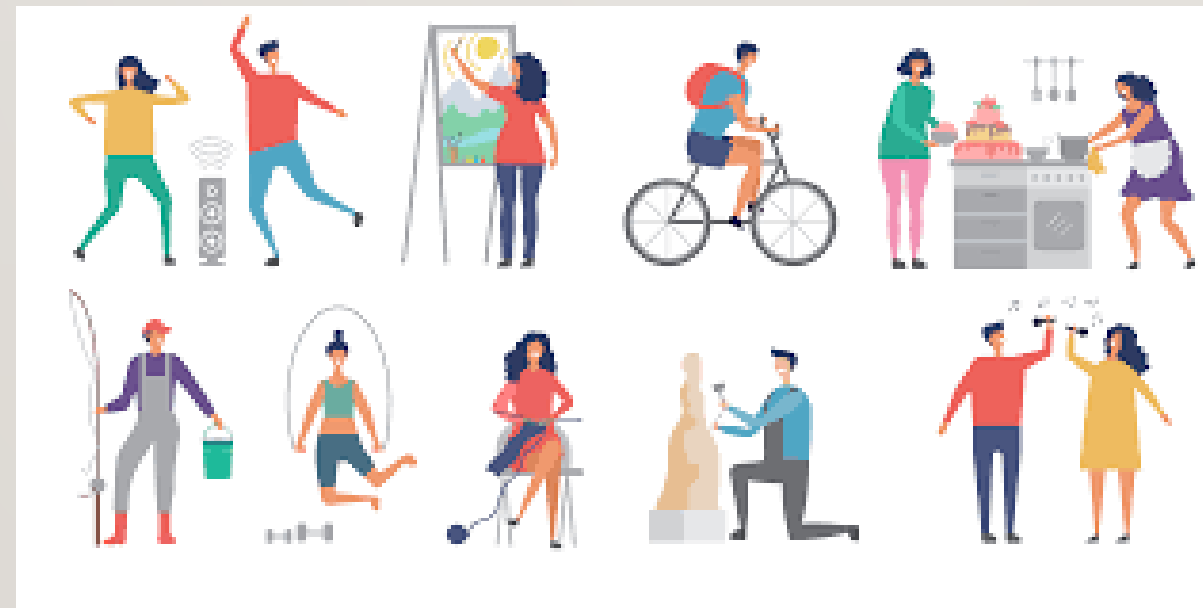
- WHAT SHOULD YOU DO?





# Have an Interest outside of Work

- Doesn't need to be daily but something you are passionate about that you won't want to miss
- Great way to switch out of work mode and can increase your effectiveness
- Write down a list of things to try and find one or two that you will enjoy





# Be clear on what You are Responsible for

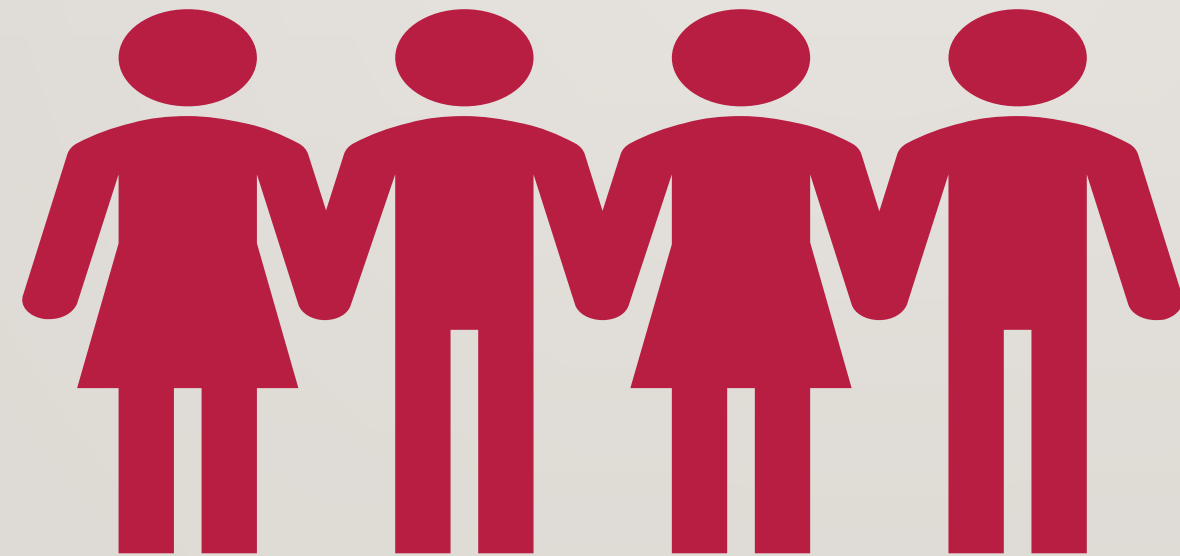
- Avoid office politics
- Work together as a team & avoid the Them versus Us attitude
- Notice if you are unnecessarily involving yourself & look for ways to improve this





# Eliminate non-performing Tasks

- Work with the 80/20 rule
- Eliminate, Automate & Delegate
- Schedule in your calendar for the next 12 months





# Start to say No

- Saying yes can actually make us an undependable employee
- Get clear on what free time you really have for new projects & tasks
- Have open & honest communication with your manager



# Meetings & Presenting

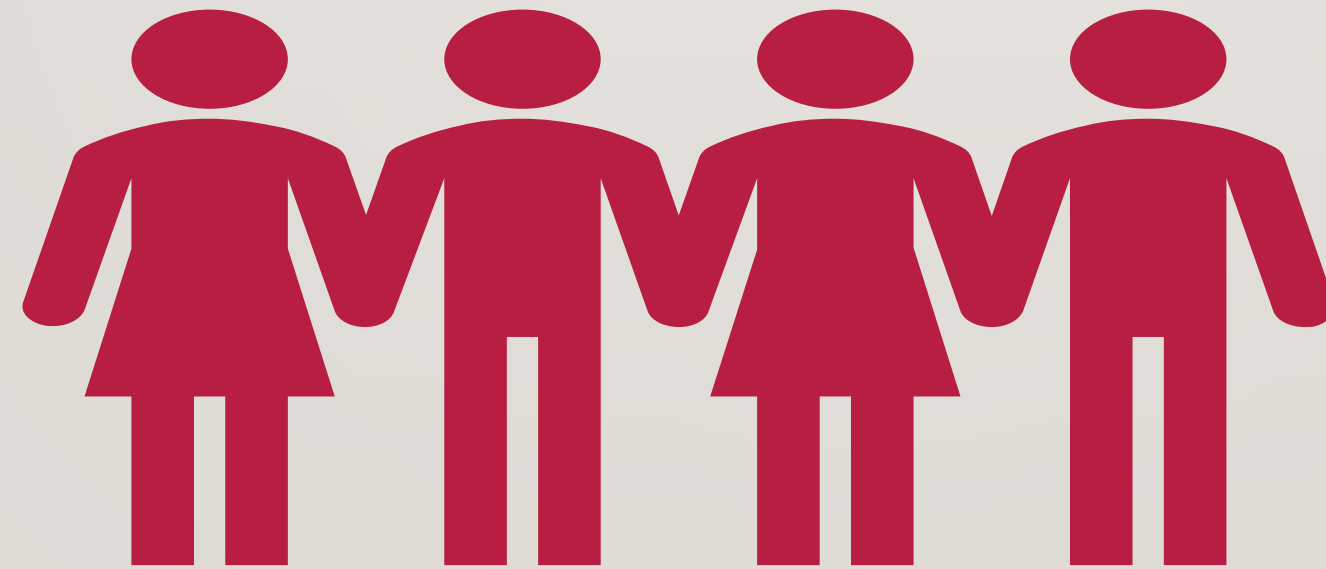
- Reduce the length of your meetings & set an agenda
- Question whether you will bring value before accepting all meeting invites
- Decide the important 2-3 messages that you want to deliver within your presentation





# Key Takeaways for Employees

- Act now & prioritise your self-care
- Have open communication with your manager or trusted colleagues
- Watch out for the other colleagues around you



# Q&A .....THANK YOU FOR YOUR TIME



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