

Enterprise Stress Management Newsletter

NAVIGATING COVID-19 & CHANGE WITH JACKMAN REINVENTS



Who is Jackman?

Based in the heart of Toronto, Jackman is the world's first and foremost reinvention company – a management consultant group, with about 100 staff, that challenges the status quo and brings new strategies to complex business problems.

Embracing Change

Change is all around us, and it's coming fast. With normal life changing on the daily due to COVID-19, the team at Jackman was looking for proactive strategies to get ahead of the new challenges impacting people's sentiment and reduce any sort of potential negative effects.

Coping with COVID-19

Over the course of the lockdown, ESM worked closely, and remotely, with Jackman's team to uncover and address stressors that were negatively impacting people's ability to stay productive, engaged and working at their best during these unprecedented times.



"The Enterprise Stress Management team's support came at a critical time for us – shortly after the start of mandatory office closures associated with Covid-19. Their data driven approach enabled tailored support to help navigate stress during an unprecedented time of change. This was highly valuable for Jackman, and highly recommended for any organization aiming to maintain a pulse on their most valuable asset – their people."

Tammy van Eck - Vice President, People

STRESS: THE ROOT CAUSE

Many researchers and clinicians have said that stress is the epidemic of modern life, being the root cause of illness and mortality. In the workplace, stress causes physical and mental consequences that negatively impact both the health of people and the organization.



Uncovering Insights with the Stress Pulse HOW ARE PEOPLE COPING WITH COVID-19?

The Stress Pulse provided a comprehensive diagnosis of good and bad stress experienced across Jackman's team, giving visibility into key factors affecting workplace performance and productivity.

Overall, major sources of stress came from keeping up with work demands and maintaining work/life balance while adapting to the new routines of remote work, followed by concerns about health and dealing with the uncertainty of the future. More than half of people reported feeling stressed often and very often, however, 75% of people reported feeling happy and positive most of the time, indicating strong and healthy coping strategies already in place.

What factors
are impacting
emotional
states of mind
and are the root
causes of stress
in the
workplace?

Overcoming Challenges through the Stress Clinic

HOW DO WE NAVIGATE THESE UNCHARTERED WATERS?

ESM provided weekly, hour-long webinars with Jackman's team, focusing on managing panic and fear during this global crisis, preparing for the challenges of prolonged isolation and loneliness, and supporting mental and physical health and fitness. We added to people's already strong foundations for embracing change while providing the latest, evidence-based strategies for staying focused and optimized for working remotely. During the webinars, we included an open space for discussion, allowing people to share stories and updates, talk about struggles they were facing and ways they were overcoming those hurdles. Collectively, ESM and Jackman faced the beginnings of these unprecedented times together by envisioning a strategy to success.