

## Effective Self Management & Organisational Success

By

Dr. Katie Birch PhD., & Mr. Patrick J. Psaila M.Ed.

Recent studies have shown that one of the main reasons people leave organizations is because of their poor relationship with their line manager. This emphasizes the need for effective relationships at work and the importance of having leaders and managers who are invest in their personal development, are self-aware and manage themselves well. When this does not happen we begin to see

symptoms of organizational stress such as staff turnover, low performance, sickness absence, low morale, burnout and possibly the emergence of a victim culture, which only increases the problem.

Leaders and managers need to be able to maintain good communications with staff so that any problems can be detected and addressed early. Staff need to be able to trust the people that manage them and building trust requires that both parties give it the time and attention it deserves.

John O'Neill in his book *The Paradox of Success* states that **“Leaders must lean into a discussion without cynical sniping or protective posturing. They must listen and question – then listen again.”**

O'Neill is also concerned that most of today's leaders are too impressed by techniques, they get the latest computer programme for guaranteed long term planning, the psychological test that promises “safe” employees and the newly discovered accounting loophole that will allow a profit to appear in the quarterly report.

All of this does help leaders to maintain and grow the business, but does nothing to develop the leaders themselves.

Leadership development has to be done in a way that embraces and balances all aspects of the leader, physical, emotional, rational and spirit. Leaders need to invest time and energy in this holistic approach, and they may find it difficult because it is in conflict with the perceived need for quick solutions, which are part of today's fast moving business world.

Bohm and Peat state, “ If science always insists that a new order must be immediately fruitful, or that it have some new predictive power, then creativity will be blocked. New thoughts generally arise with a play of the mind, and the failure to appreciate this is one of the major blocks to creativity”.

Working with all aspects of ourselves increases our ability to be creative both at an individual and an organizational level. A fully functioning aware individual is an asset in any business. This type of person becomes an excellent leader with the possibility of becoming self-generating. Self-generation is continuously growing and learning from experiences and modeling this with peers and staff.

Balancing all aspects of ourselves is possible and brings benefits in terms of good health, energy, relationships and a general sense of well-being. Health has a much to do with our minds as our bodies. Our feelings, our relationships and how we get on with others are as important as our physical well-being.

Health is also concerned with life style. It is the choices we make in life about how we want to live. Just as importantly it is about the obstacles that may stop us living as we wish.

Stress is one factor in our lives today that blocks us from living as we wish. Stress is the general response of the body to any demand (pleasant or unpleasant) made on it. So stress is with us all the time. It happens when our bodies have to respond to many demands at once. We lead complicated lives today. We travel further and faster and meet lots of people. We drive cars and operate machinery. We have to understand all kind of rules and regulations and complete complex forms. Moreover we need to deal with people who may often be difficult and frustrating to manage. Even pleasant events like promotion, getting a rise, marriage or moving house make demands on us.

If these demands exceed our ability to cope effectively, we begin to feel stress, (our natural body response), as a bad thing. But just as some people are more resistant to colds and flu, so some can stand more demand before they get the feeling of being under too much stress.

Becoming self aware about our individual stress threshold is a vital part of self-awareness and self-management.

In order to plan how to cope better with stress in organisations leaders and managers need to first to do this for themselves and then determine how best to ensure that the organization remains relatively well balanced.

Utilising emotional intelligence plays a major part in building this kind of organization. The emotional aspect of a person therefore, needs to be considered when balancing all aspects of themselves.

Balancing our health and well being is not just an individual matter in organizations; leaders have a responsibility to manage themselves so they can provide a high quality-working environment for all their staff.

reach BEYOND Malta is a programme that is focusing on issues of this nature for leaders and managers, and recognizes that identifying, developing and balancing all aspects of ourselves is vital to the well being of individuals and organizations.

***On the 15<sup>th</sup> of November reach BEYOND (Malta), is having its second day seminar, this time entitled “Effective Self Management & Organisational Success”. It will be conducted by Dr. Katie Birch PhD, business consultant and director of reach BEYOND U.K., and Mr. Patrick J. Psaila M.Ed., psychologist and training consultant and director of WorkAssist – Staff Support & Development Services.***

***For booking and information contact Ms. Marisa Ciappara after 3.00 pm on 9923 2685 or e-mail: [mciapp@maltanet.net](mailto:mciapp@maltanet.net)***

***For detailed information about the reach BEYOND programme visit [www.workassistmalta.com](http://www.workassistmalta.com)***