

THE PATH TO A SUSTAINABLE WORKING LIFE GOES THROUGH MOVE MANAGEMENT.

Do you and your colleagues sometimes talk about how much you have to do at work? And nobody does anything about it since "everyone has so much to do"? Research shows that there are clear links between an increasingly boundless working life and mental illness. By boundless, we mean that we can work anywhere, anytime and are available more or less around the clock. When leisure and holidays are filled with activities every waking minute, it becomes difficult to find time for recovery. Just being in our leisure time is no longer an option.

The situation described is reflected in public health statistics as well. In 2018, over 107,000 Swedes were affected by stress-related mental illness. Of these, just over 75 percent were women. In the rest of Europe, the figures are equally worrying. A recent EU survey shows that mental illness annually costs the member countries EUR 600 billion. This corresponds to almost double the German state budget. It may seem obvious that a poor working environment means that we cannot work optimally and that in the long run, we can become sick. But deficiencies in an organization and its work environment also affect those who are not on sick leave. According to a study from Uppsala University, work environment problems can result in employees feeling that they lose one third, or even more, of their performance ability at work.



"HEALTH-PROMOTING
WORK IN THE
ORGANIZATION
MEANS CREATING
THE CONDITIONS
FOR EVERYTHING
IN THE DAILY WORK
THAT MAKES US FEEL
GOOD."

Move Management

MOVES' RECIPE FOR SUSTAINABILITY

What leads to sustainability, health, and performance over time? Moves' starting point is that it is the individual who is responsible for his or her own health. But since the workplace and the interaction between colleagues and leaders also affect health, we work not only from an individual perspective but also from an operational perspective. We help organizations to inventory what is supportive and a hindrance to long-term sustainability and facilitate them to create the conditions for success with their mission and feel good over time. Our focus in all customer assignments is on the "soft" side of the work environment, that is, the organizations' social climate, leadership, and corporate culture. For us, health is a resource that can be strengthened and developed by the individual, the group and the organization.

THIS IS HOW WE DO IT

We initiate all customer assignments with a start-up meeting where we jointly review what has been done previously in terms of sustainability in the workplace. We determine the current situation, agree on the desired outcome and how we best do a follow up of the effect of the effort. We then design the setup, which covers both leaders, groups/teams and employees. The groups/teams are supported to be able to determine the rules that create a healthy climate in the workplace. Leaders and employees are trained in leading themselves and others in a health-promoting way. This, among other things, through an entire arsenal of well-proven methods and tools, which makes it easier to move from words to action.

ABOUT MOVE

Move is the people-centered and value-driven consultancy company that make individuals, team, businesses, and organizations better by moving them to their desired state. We base everything we do in the belief that in every human being there are abilities, talents, and qualities that can spur the individual to make a real difference.



MORE INFORMATION

Contact Nancy Nordanstad, experienced consultant at Move Management, and she will tell you more.

+46 722 091 060 nancy@move.se