

[Free] Preventing Stress in Organizations: How to Develop Positive Managers

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Emma Donaldson-Feilder, Rachel Lewis, Joanna Yarker
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PREVENTING
STRESS
in Organizations


How to Develop
POSITIVE
MANAGERS

Emma Donaldson-Feilder,
Joanna Yarker
and Rachel Lewis

 WILEY-BLACKWELL



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Emma Donaldson-Feilder, Rachel Lewis, Joanna Yarker : Preventing Stress in Organizations: How to Develop Positive Managers before purchasing it in order to gauge whether or not it would be worth my time, and all praised Preventing Stress in Organizations: How to Develop Positive Managers:

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Preventing Stress in Organizations:How to Develop Positive Managersoffers an innovative, evidence-based approach to help managers prevent and reduce workplace stress in their staff. Winner of the 2013 BPS Book Award -

Practitioner Text category Provides information on the critical skills managers must develop in order to prevent stress in their staff, and the key ongoing behaviours that promote a healthy work environment Shows practitioners in occupational psychology, HR, Health and Safety and related professions how positive management can be integrated into an organization's existing practices and processes Serves as an essential guide for managers themselves on how to incorporate proven stress management skills into their everyday interactions with team members Balances rigorous research grounding with real-world vignettes, case studies and exercises

"In its way, this is a groundbreaking book since it recognises that, no matter what the policy says, tackling organisational stress has to be implemented by normal, fallible people who happen to be managers - and that they could do with all the help they can get." (RoSPA Occupational Safety Health Journal, 1 September 2011) "The three authors - all chartered occupational psychologists - have used their real-life experience and coupled it with a good understanding of research and theory to create an excellent 'How to' book for line managers. I would go so far as to say this is almost an essential read for anybody with line-management responsibility and it also has an important educative role for strategic managers who need to understand exactly the psychological culture that will protect and support their organisation." People Management (July 2011) "This is a really important book because it looks at the role of managers in creating or preventing stress in the workplace. The UK Government's Foresight project on Mental Capital and Wellbeing clearly highlights the fact that managerial style is implicated in people's health and wellbeing at work. A must-read for those trying to manage stress in organizations." - Professor Cary L. Cooper, CBE, Distinguished Professor of Organizational Psychology and Health, Lancaster University Management School "The authors of this book know their stuff and have written a very practical guide. This is much more than just another "how to" book for managers; it draws on the authors' extensive research and provides a solid evidence-based framework for positive management." - Professor Ivan Robertson, Director, Robertson Cooper Ltd "This is a comprehensive and practical review which is helpful in documenting the key role of line managers in ensuring health-promoting workplaces. The authors' experience is supported by well-chosen case studies and helps to provide clear advice. Preventing Stress in Organizations clarifies the plethora of research in this complex field and provides pragmatic solutions to the common and costly issue of organizational stress management." - Dr Steven Boorman, Chief Medical Adviser Royal Mail Group, NHS Workforce Health Well-being Lead

From the Back Cover Work-related stress presents a major challenge to today's organizations. Yet for such a widespread problem, surprisingly little guidance is available on developing stress prevention management skills - and even less is backed up by solid research. Preventing Stress in Organizations addresses this problem by presenting an accessible, evidence-based exploration of how managers can reduce and prevent stress in their staff. The authors introduce an innovative programme based on their own ongoing research study (for which they were awarded 'Practitioner of the Year' by the British Psychological Society Division of Occupational Psychology), along with other relevant theories and cutting-edge work from the field. After providing a broad introduction to the importance of work-related stress and its management, they reveal a unique set of 'Positive Manager Behaviours' - skills they have identified as critical to preventing stress and promoting a healthy, positive workplace. An in-depth discussion of these behaviours is supported by detailed case studies and practical exercises to facilitate real-world implementation. Preventing Stress in Organizations offers groundbreaking insights and invaluable hands-on skills to maintain and promote the health and well-being of individuals and organizations alike.