

# Navigating Change

## A Case Study

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# Listening to Employees

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- Internal 3M North Europe Region survey (2020, ~600 respondents) revealed a **variation in the experience of the pandemic**
- Respondents with low wellbeing scores, cited:
  - Challenges juggling work and family
  - Stress having a negative impact on sleep
  - Anxiety about elderly parents
  - More isolation and loneliness
- Respondents with high wellbeing scores credited it to:
  - Having more time to take a daily walk
  - Building in more regular breaks
  - Having time to eat more healthily
  - Focussing on living in the moment



# People make the place...



*"She is always there for me when I need her and has really helped me through some tough times. Jan really cares about all her colleagues and her positive attitude has a huge impact on everyone around her."*

Going over and above his normal job role, Dave has been a vital asset to the team at a time of extreme pressure.

*"Iona is passionate about making the workplace inclusive and diverse, creating an empowering environment for all, helping others to see different perspectives."*

*"During these unprecedented times, Dee has shown inspirational leadership and has always been there to listen to, support, advise and guide her team."*

*"She has the ability to laugh during difficult times, which releases the tension. She has been instrumental in bringing fun events to our Big Room Planning events and is a true cultural leader for our team. For this, we are all very grateful."*

**Celebrating  
our People**



## Self-service resources



For area-specific training, please contact your area talent development leader.

## Employee Resource Networks



## Events with Experts

Embrace the now with hope, meaning and purpose ... the antidote to chaos  
David introduced the first two sessions, hosted by Dr Rob Archer, on 29 September and 1 October.

In these sessions, Rob (pictured) spoke about the importance of keeping ambitions realistic and the need to be open and honest with others to form deeper relationships. He said: "There can be opportunities in adversity and when we reflect on 2020, we need to focus on what we can feel proud of."



"Navigating through the pandemic has been a psychological journey, with three stages: disruption, transition and finding the new normal. In the first stage, acute stress results in strong emotions, anxiety and fear, but also adrenaline. The second stage is psychologically more difficult as stress and fatigue can set in; and the third stage brings the option of either post-traumatic stress or post-traumatic growth."

Managing Stress and Change

PATH

ACTIVITY

Managing Stress and Change	
Managing Stress for Positive Change Web site	20 PTS
Building Resiliency: Managing Stress and Change (US EAP) Web site	20 PTS
Improve Personal Energy - Develop U channel Web site	20 PTS
Coping With Stress During Infectious Disease Outbreaks Web site   5 min	5 PTS
Building Resilience - Become resilient Web site   5 min	5 PTS

Managing Stress for Positive Change



