

TRAINING FOR MANAGERS

Managing Burnout, Chronic Anxiety and Fatigue

Telling the three apart, and what a manager does about each: in yourself, your team and your candidates



NADIYA NEDOREZOVA, LEADERSHIP TRAINER AND COACH

They look alike but need different decisions.

"I feel bad. Inside it is fifty shades of grey: I am tired, work no longer lights me up, I cannot relax because something is about to hit again, and holidays no longer help."

"I am fine, but the team is somehow fading. Everything seems all right, and yet efficiency keeps dropping."

"A good candidate, but there is no spark. Let's not take the risk."

For managers, and for the people who look after them

Managers who

- ✦ need to tell tiredness from burnout, and burnout from anxiety, in themselves and in their people
- ✦ have to decide how to respond: support, change the workload, rethink a role, or make a staffing decision

HR, L&D and People Partners who

- ✦ are asked to reduce attrition and burnout
- ✦ look after teams that have been through reorganisation or redundancies

States, roles, tools

Distinguishing the three states

- ✦ burnout
- ✦ chronic anxiety
- ✦ chronic fatigue

Different roles

- ✦ team leader
- ✦ team members
- ✦ candidates
- ✦ where each state shows up:
reviews, conflicts, hiring, team
dynamics

Tools for navigating each state

- ✦ action protocols for burnout,
chronic anxiety and chronic fatigue
- ✦ identifying red flags
- ✦ developing self-awareness

By the end, participants will be able to

- ✦ tell the three states apart by how they show up at work
- ✦ recognise red flags in themselves, in team members and in candidates
- ✦ choose a management response for each state
- ✦ use action protocols instead of improvising under pressure
- ✦ see where a manager's responsibility ends

What this programme is, and what it is not

It is

- ✦ professional development for managers
- ✦ a way to notice, tell the states apart and choose a management response

It is not

- ✦ therapy
- ✦ medical advice
- ✦ a diagnosis: that belongs to medical professionals

A manager is responsible for the response, not for the diagnosis.

Credentials, clients, numbers

Credentials

- ✦ Certified Coach, ICF and EMCC (ACC level)
- ✦ Certified Corporate Trainer, Büro Richter
- ✦ 19 years in HR: recruitment, corporate training, coaching

Delivered for

- ✦ Guest trainer for Accenture and NES Fircroft
- ✦ Trainer and course author at LABA, an international business school, 2018 to 2023
- ✦ LABA's IT Recruiter course is approved by HRCI for recertification credit (20.5 credit hours)

In numbers

1,000+

managers trained over the last six years

9.3 / 10

average participant satisfaction (CSI) across my training programmes

MANAGING BURNOUT, CHRONIC ANXIETY AND FATIGUE

Order the course

EMAIL nadiia@nedorezova.coach

TELEGRAM [@Nadiia_Nedorezova](https://t.me/Nadiia_Nedorezova)

WHATSAPP [@Nadiia_Nedorezova](https://wa.me/380963314141)

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