

NINETEEN MINUTES

...the work/life balance alternative

www.nineteenminutes.com

19 Minutes, how long working parents engage with their children every day.

*According to an Office of National
Statistics use of time survey of nearly
5000 people.*

[Find out more by clicking here](#)



New Year Resolutions.

How many of you and your employees have made one or more resolutions for the New Year? Various surveys suggest anything between 58% and 74% of us make a resolution though less than one in five of us are likely to keep to it. More women than men set out to make a change, though slightly more men are successful in actually sticking to something new and a further 17% of people finally achieve some form of success after up to six attempts!!

The main issue seems to be that we all choose the wrong resolution in the first place. They are not specific enough. Small and tangible, 'one day at a time' goals work best, rather than trying to change everything in one go. Understanding why you want to make the change also helps with your commitment and motivation.

Let it Snow... Let it Snow...

While the snow has disrupted work and our lives over the last couple of weeks it has given many people the opportunity to work from home.

Even without the snow the number of people regularly working from home is increasing significantly. Does working from home improve work/life balance?

Our own experience suggests that being at home more doesn't change the way in which employees engage with their children and families. Indeed for many they find it much harder to break down the barriers

Many resolutions made this New Year by working parents will be about making more time for their children or family and achieving a better work/life balance. Have you made such a resolution or do you want to support your employees in making more of their home life and therefore increasing their motivation and productivity at work?



NineteenMinutes provides practical and tangible support to you and your employees to make every minute with your families count. From individual coaching to **workshops** and **drop-in sessions**, all designed to improve your focus on what you do with your

time rather than the amount of time you have available. Even if you only have nineteen minutes every day you can still make these very special.

Find out more about how we can support those wanting to change and make every minute count at home and work. Call us on **0845 539 19 19** or **e-mail us**.

between home and work as both parts fuse into one.

Many organisations do not support their home workers outside providing technology and equipment to allow them to carry out tasks from home. For many the boundaries blur and no longer surrounded by co-workers and often interrupted by family life, they often actually spend less time engaging with their children. Being effective in your work while engaging effectively with those you live with usually takes skill, practice and a change in behaviour.

NineteenMinutes understands how to support you and your employees in making the most of your time at home and work and how to be both effective and fulfilled.

To provide support to your employees who regularly work from home call us on **0845 539 19 19** or **e-mail us**.

In our last newsletter we highlighted that the latest Government figures suggested that 13.7m working days a year are lost through **stress** costing employees approximately **£28.3 billion a year**. This and the issuing of guidelines from the National Institute for Health and Clinical Excellence (NICE) generated much discussion, and it was clear that this article resonated with many of you. The demands of juggling work, home, children, activities and other pressures mean that stress can be a big part of our lives. The National Stress Awareness Day late last year focused on the need to 'stress the positives', which in conjunction with the following practices can have a huge impact on reducing stress levels.

- review own time management
- learn to say 'no'
- relaxation techniques
- ask for and accept help
- time out with partner
- time for own hobby/interest
- accept and understand children's behaviour
- stop feeling guilty

These and other practices will be fully explored during our workshops, which provide the opportunity to look at life from a different perspective and make the necessary adjustments to improve your home and work life. Find out more by calling 0845 539 19 19 or e-mail us.

Keeping up with what is happening in schools

can be an added stress for working parents. **NineteenMinutes** has worked with many parents who want to do the best for their children while in education, and indeed the government agenda is very much focused on parental engagement. Schools are less accessible for working parents which can make this relationship even more difficult to manage.



It is estimated that how well a child does at school is 80% down to parental input and 20% down to school input, which illustrates the vital role of parents. Kirsty Young's comments in the press last week about 'pushy mums' highlighted how difficult it is to get the balance right and do the best for our children. **NineteenMinutes** workshops can help parents with these issues, for example, supporting and encouraging our children at school, managing transition, dealing with bullying and handling peer pressure. Support on these areas in the workplace can help relieve worries and guilt for parents who cannot visit their schools during the working day, cementing your position as an employer of choice.

To see how **NineteenMinutes** can help call **0845 539 19 19** or **e-mail us**.

Put us to the Test

Many of the UK's forward thinking companies already provide support to their parent networks...particularly seminars, intranet or regular advice in publications.

NineteenMinutes provides interactive services that really help people make a difference in their lives. In professional sport and many other areas requiring consistent and excellent performance, most participants engage coaches. We take a coaching approach to generate self-awareness and support people to choose to take responsibility for making changes for themselves and creating the home life they want. This leads to happier, more motivated and productive employees.

NineteenMinutes programmes provide real benefits - both psychological (being seen to do something) and tangible...people really do benefit (less stress, lower guilt, better organisation and a more fulfilled home life) and so does the organisation (improved energy, productivity, focus, motivation, loyalty - retention & attraction).

Put us to the test and call us now to discuss the benefits for you and your organisation. Call us or email us at enquiries@nineteenminutes.com

