

Current Situation in Brazil

- Aware Significant Budget Constraints
- Significant Change
- Health & Safety Processes in Place in most companies but auditing of their effectiveness required
- On Site Occupational Health Departments but not always following the same strategy to ensure :
Consistent Protection of Employees
Reduction in Company Cost
- Corporate Oversight in some but not all Companies

All above can impact:

Employee resilience, health and safety

Company Profitability

Transition

- Significant Challenge
- Increases Absenteeism/Review RTW Programmes
- Increases Presenteeism/Review Productivity
- Impacts bottom line-Review Direct/Indirect costs
- Impacts Work/Life Balance-Employee Retention

Change and Transition Overview

Change and Transition definitions*

- **Change** is situational; it deals with an event such as restructuring an organization. Change happens whenever something stops or starts in our lives. Change is **external**.
- **Transition** is the psychological process people go through to come to terms with the new situation. Transition is **internal**. Transition takes longer than change.

Change

Starting the job

Moving out of home

The wedding

Transition

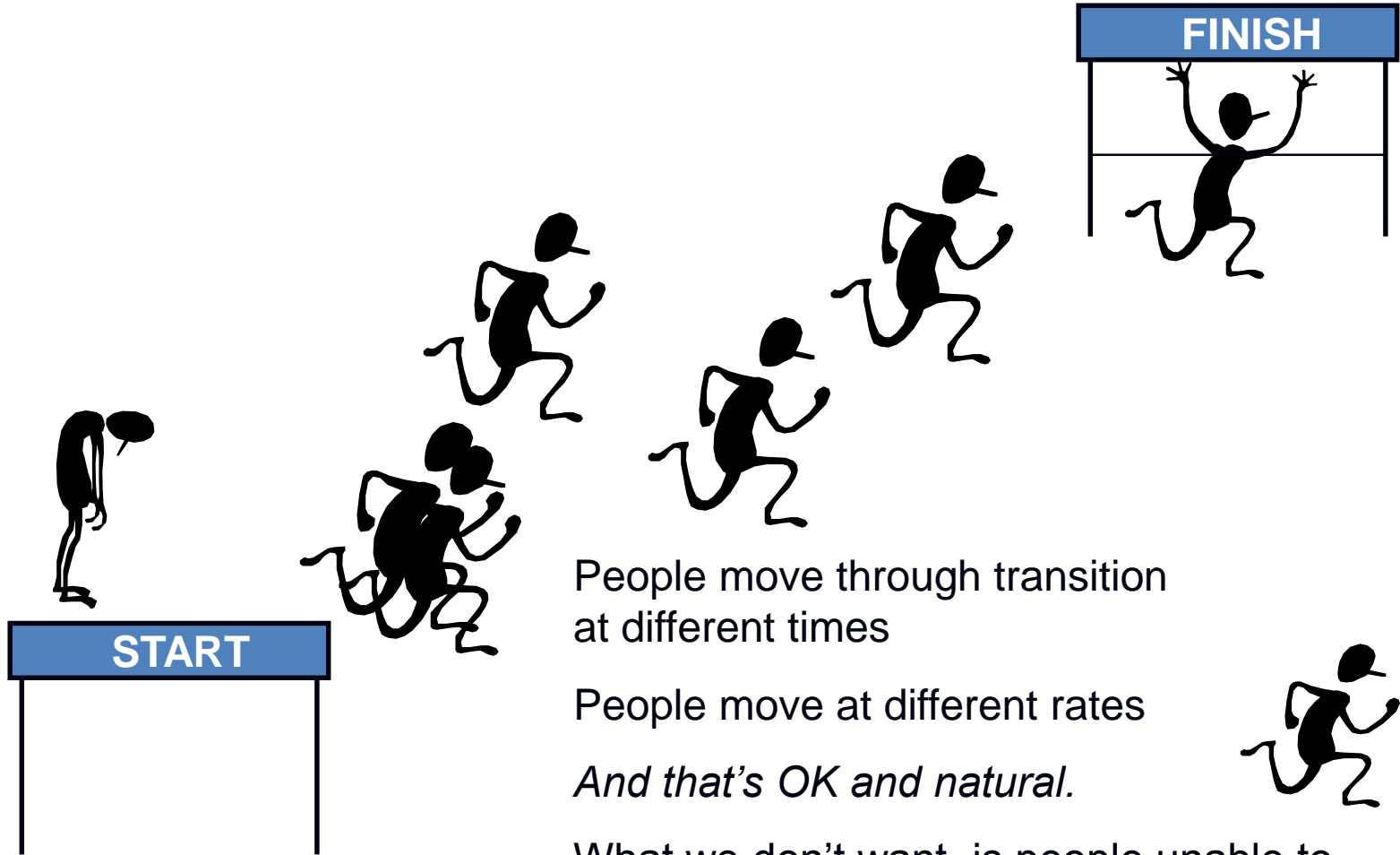
Adapting to your new role

Learning to live on your own

Learning to live with your spouse

**From William Bridges, "Managing Transitions – Making the Most of Change"*

Marathon Effect



People move through transition at different times

People move at different rates

And that's OK and natural.

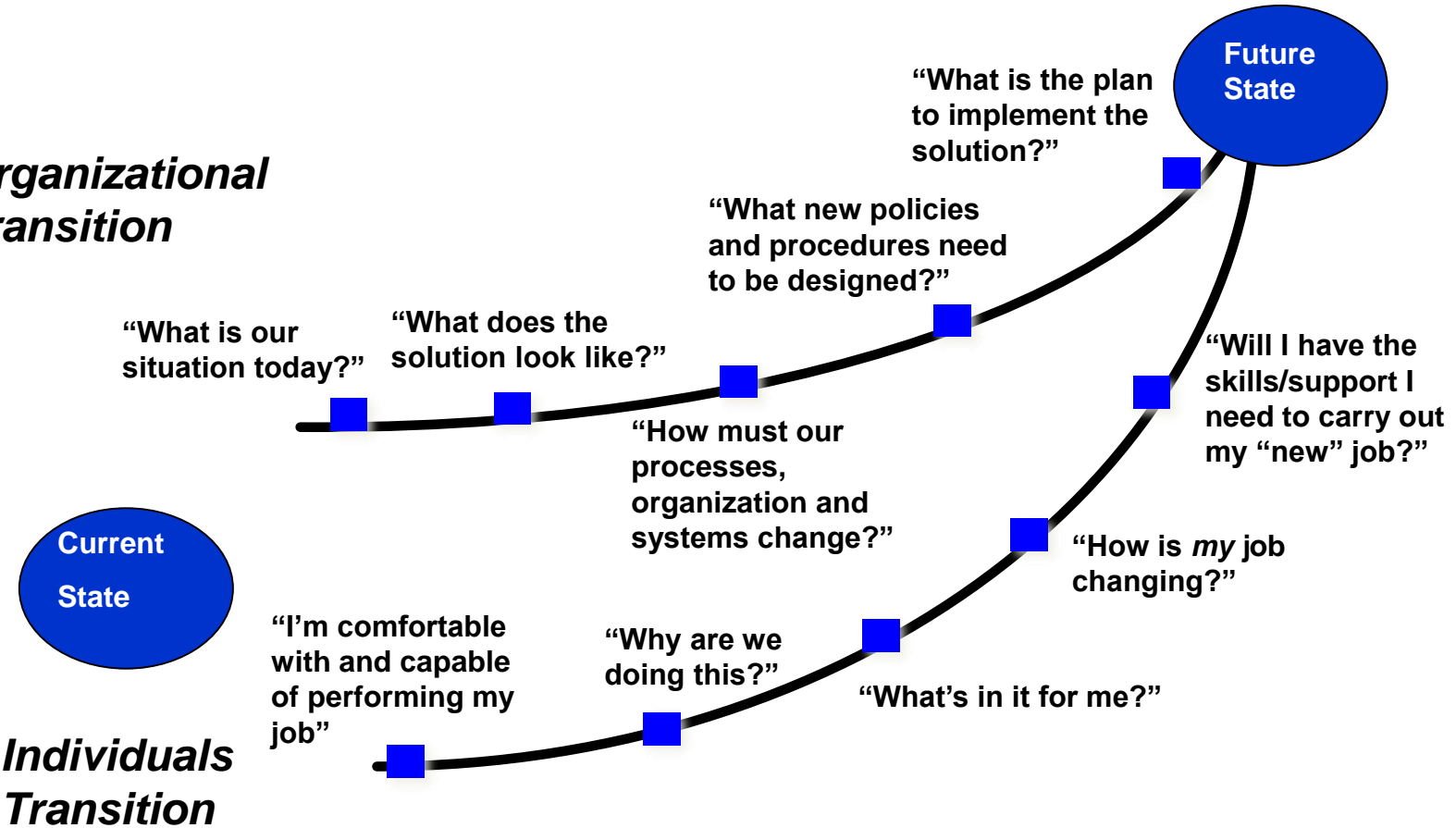
What we don't want, is people unable to finish the race (make the transition).

Dealing with Resistance

- 1. Education and communication** – communication of ideas help people see the need and understand the logic for change.
- 2. Participation and involvement** – resistance can be minimize or erradicated if you engage potential resisters in some aspects of the design or implementation of change.
- 3. Facilitation and support** – playing a supportive role, being accesible, listening to employee's concerns, ackowledging their emotions, providing the resources needed to support change.

Organization and Individual

Organizational Transition



The Dip



- The goal of Change Management is to minimize the depth of the dip - this dip can be productivity, safety etc. with proper management of the change the depth of the dip is lessened.
- This “Human Factor” is a critical factor in the change management process & if not managed well, can significantly impact success

Support & Training

- Provide line manager training to support colleagues dealing with change
- Provide Resilience Training to Senior Management
- Provide Mentoring and Leadership
- Help ensure key Occupational Health and Health & Safety standards are uniformly achieved across all sites and measured against agreed Key Performance Indicators

Absent Employee

- Provide support
- Root cause analysis to determine reason for absence
- Initiate Appropriate Rehabilitation
- Review Modified Roles Available
- Determine a Return to Work Plan
- Facilitate Conflict Resolution
- Provide a 2nd Medical Opinion re Fitness for Work

Why SomarMed

- International Experience as Corporate Regional Health Manager-
Leading the Occupational Health and Health & Safety teams
through change.
- International Experience in Auditing effectiveness of Occupational
Health and Safety Programmes against best practice.
- Knowledge of Best Practice Standards, Ethos and Processes
Dr. Farrelly is the occupational medical adviser to the Irish Health
& Safety Authority, Member of ACOEM,ACGIH,AIHA
- Proven effective Rehabilitation Programmes
- Proven record in Conflict Resolution
- Proven effective line management training
- Proven Mentoring and Leadership skills