



Dagon Services

Stress and Well Being Programme

In August 2007 the University of Cumbria was formed by the joining of several university and college sites in Cumbria and North Lancashire. Some months before this they commissioned us to deliver a variety of **Bite Size Well Being programmes**. This was part of a much larger project that was introduced to support the staff in the changing world of academia and the impending creation of the new University.

There were 9 modules available for staff and managers lasting between 1 and 2 hours that covered :

- Stress Awareness for Managers
- Dealing with 'Stressed' Staff
- Talking to Staff who are experiencing Stress
- Management Responsibilities
- Stress Awareness for Staff
- Time Management for Academics
- Working Styles
- Teams Juggling the Pressures
- Looking after Yourself



Time Management modules were offered via the University normal staff development programme.

Staff could mix and match what they wished to attend, and some attended all relevant programmes available. The programmes continued into a second year to enable more staff to make use of the programmes.

Quotes from delegates

"Evaluating my reactions to stressful situations and how important my reactions are to how I deal with them." EE

"I can think of a lot of colleagues who would benefit from this session. Useful – thinking about how other people work differently to myself and how I change to prevent stress in myself and others."

"The case studies were useful – looking at practical solutions ! A well timed session which worked well. The session took a more simplistic rationale approach to dealing with stress which was helpful for dealing with an issue which can sometimes be perceived / dealt with in a too complicated way !" CC

Quote from Karen Chubb, Staff Development Officer, University of Cumbria

"The feedback we have received from delegates attending Wendy's training events have been overwhelmingly positive. She approaches each session with professionalism but also has an enviable knack of creating a safe and supportive environment in which individuals feel comfortable and able to discuss issues around what, for many, could be a very sensitive subject. We are very much looking forward to working with Wendy in the future."

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