



# Corporate Coach Group

Training that transforms



## Training Plan Stress Management Training

## A Training Plan for Your Organisation

### What is the purpose of the training?

The purpose of the training is to initiate a process of rapid improvement, by means of achieving a shared understanding of the correct knowledge and skills that we need to employ, if we are to achieve our stated goals.

### Stress Management Course Summary

We are living in changing times; people are feeling overwhelmed with fear and uncertainty. Whilst a certain amount of stress is beneficial, since it stimulates an adaptive response that makes people stronger, too much stress can become overwhelming and have a toxic effect on the mind and body.

This one-day Stress Management training course teaches people how to recognise the symptoms of stress in themselves and others. We will show delegates techniques and offer practical solutions for effectively managing their stress.

### Learning Outcomes for the Stress Management Course

- What stress is and how it affects you and others
- How stress can have both beneficial and harmful effects
- How to manage negative stress emotions of anxiety and worry
- How to replace negative emotional responses with positive reactions
- How to develop healthy physical responses to stressful situations
- How to handle difficult and stressful work conditions
- Train yourself to take stress in your stride

### Customer Review

“ The course had lots of important information, definitely worthwhile and has given me lots to think about. The trainer's presentation was very good, obviously knew his stuff, lots of energy and I left with a good feeling.

*Jonathon Groves  
G R Lane Holdings*

## Stress Management Training Course Overview

The course starts with the statement that stress is inherent in living. It is impossible to avoid all stress and it's wrong to try.

We have evolved to respond to stressors in an adaptive way. Stress is a trigger to adaptive responses. Sunlight stress gives us a nice tan. Exercise stress makes us stronger. But an overdose of stress, or poorly managed stress is dangerous.

Our aim is to gain the benefits of stress, whilst avoiding all its dangers.

We introduce the idea that all stressors have three components: intensity, duration, and frequency.

Intensity is a measure of the concentration of the stress. Duration is a measure of the time imposed. Frequency is the measure of how often it is imposed.

We must balance the intensity, duration and frequency of stressors, so that we stay in the optimum zone. The optimum zone is where we are stressed, but it produces only beneficial effects on the mind and body.

The second part of the course is about individual responses to stressful situations. Many people have poor mental and physical responses to stress situations - they overreact, and their responses are inappropriate to the circumstances and are therefore, harmful.

We show delegates to improve how they mentally and physically process stressful events, so that their responses are proportionate to the circumstances and their reactions are appropriate, adaptive and beneficial.

### Customer Review

“ The course content was easy to understand, interesting and covered a variety of important topics which were motivating and focused on self-awareness. The trainer was very good and explained all content very thoroughly and with enthusiasm.

*Lucinda Croft  
Thorpe House Nursing Home*

## Stress Management Training Course Details

### Morning Session

#### Introduction - What is Stress?

The word stress means three things:

1. Stress denotes an event or fact that acts to trigger a stress response.
2. Stress denotes the response itself. The stress response may be appropriate or inappropriate.
3. Stress denotes an emotional state. People can feel stressed, whilst lying in a quiet, warm comfortable bed - the stress is in their mind.

#### What is stress management training?

Stress management training is about understanding how to manage all three meanings of stress.

How to moderate the imposition of environmental stressors.

How to respond appropriately to stressors, both physically and intellectually.

How to manage one's emotions, so that we can maintain our emotional balance.

#### Stress is inevitable

Stress is here to stay.

Stress is built-in to the system.

It is impossible to avoid stress completely.

And the results of trying to avoid stress results in even more stress.

#### Stress is not necessarily bad

Stress is not necessarily a bad thing. Stress is usually a good thing.

Sunlight stress gives us a nice tan. Stress when doing exercise makes us stronger.

Exam stress causes us to study and become better educated.

Deadline stress motivates us to work harder and longer.

## Stress becomes bad if we overdose or mismanage it

Stress is good. But it can become bad if we have too much, in too short a time.

Or it becomes bad if people mismanage their reactions to events, and they overreact to minor incidents.

This course aims to show how to get the beneficial consequences of stress and simultaneously avoid its destructive elements.

## Three components of stress

Each stressor, irrespective of its specific nature, has three attributes: intensity, duration and frequency. To understand stress, we must understand the meaning of each of these terms.

### Intensity of the stress

The intensity of a stress is a measure of its concentration.

Is yours a highly concentrated form of stress or is it diluted?

Example: Is the concentration of UV energy in the sunshine, high, medium or low?

### Duration of the stress

The duration of the stress is a measure the time of exposure to that stressor. Is the exposure: minutes, hours, days, or longer?

The higher the intensity of the stressor, the harder it is to manage.

The longer the duration, the harder it is to cope with.

### Frequency of the stress

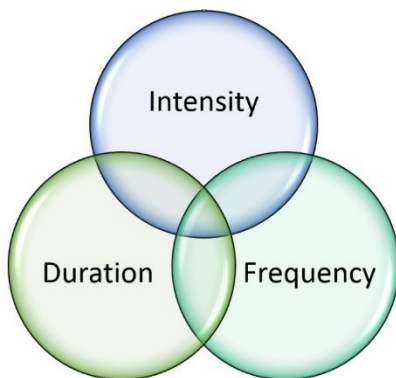
Frequency is a measure of the rate of exposure in a given time frame. Once a week, twice a week, three times, or more?

The more frequent the stressor, the more difficult it is to manage.

## Afternoon Session

### The optimum zone

The optimum zone is the perfect balance between the intensity, duration and frequency of stressors, such that people feel stressed and stimulated by it, rather than exhausted by it. The optimum zone is our target zone.



### General Stress Adaptation

Hans Selye is the grandfather of stress theory. He created the General Adaptation Syndrome (GAS) that describes and explains how people respond to stress. Humans have a three-part reaction to stress: the alarm stage, the adaptation stage, the exhaustion stage.

Our aim is to maintain our responses so that we enter into the adaptation stage of the stress response, but never reach the exhaustion stage.

### How to manage stressors and remain in optimum zone

Stress management is about balanced forces. Our aim is to moderate the intensity, limit the duration and frequency of stressors so that we remain balanced.

We will show you how to maintain your poise, so you are in a state of equilibrium.

### Individual reactions to stress

If 1,000 people were exposed to the same stressful situation, then would each one necessarily feel the same amount of stress? No.

Why? Because stress has a subjective element to it.

It is possible for people to feel stressed, simply by thinking about things in a certain way.

People do it all the time. Much of the stress people feel, is self-induced.

And whatever is self-induced can, with the right guidance, be self-corrected.

### Perception of stress

Emotional stress is affected by the way a person subjectively evaluates events.

Some people evaluate a minor event, as a major threat. So, they respond accordingly.

In other words, some people habitually evaluate events in ways that trigger high levels of subjective stress.

We show you how you can become less prone to inappropriate evaluation, and thereby reduce your levels of subjective stress.

### Physical reaction to stressors

In a similar way, each person develops habitual responses to stress that they turn to, in order to help them cope. These habitual responses can be positive or negative.

Negative responses include: turning to alcohol, or food (comfort eating), or drugs, amongst other things.

Positive responses include: exercise, nutrition and sleep, amongst other things.

We will discuss the different responses, with the aim of promoting the good and abolishing the bad.

### Recovery ability and reserve energy

Everything requires energy to fuel its function. Stress management requires you have sufficient vitality and energy to fuel your adaptive response to life's stressors.

We will understand the importance of vitality, energy and good health habits as part of our stress management strategy.

### Signs and symptoms of stress related illness

We will make a list of signs and symptoms of stress-related illness, so that we can spot the warning signs before they become problematic.

## Formulate an effective Stress management strategy

We will make a list of preventative and adaptive responses that we should employ, whenever people are in stressful situations.

### Customer Review

“ The course content is practical and adaptable to everyday living – not just work! I am sure that the skills I have learnt will come into immediate use and I urge other new managers to take this course. The trainer’s presentation was fantastic, and he delivered the presentation exceptionally. He was helpful, energetic, inspiring and fun.

*Daisy Steel*  
*Doctors.net.uk*



## Training Costs / Investment

### Bespoke In-House or Live-Online Course

£2,150 + VAT per training day

Plus, hotel accommodation for trainer if needed (Premier Inn type: not the Hilton!)  
(International Price Varies)

In-House training has been designed to provide a similar experience to our open courses, however we can tailor the content to fit your specific needs.

We are able to train in your timezone.

### All our training includes:

- A full day of quality training, delivered by an experienced trainer
- Total of 6 CPD training hours (usually 9am - 4.30pm), plus an additional 2-3 via post-course online independent learning
- Full digital interactive course notes
- Training certificate
- Access to additional free training material after the course via our post-course portal
- 3 months free telephone coaching: Whilst you are implementing what you have learned, if you need to, you can contact us for support and guidance

### We suggest the following plan of action:

Please send to us:

1. Any amendments or changes you wish to make to the programme.
2. Your thoughts.
3. The next step you would like us to take.

Thank you.

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## Customer Reviews

“ Training course content was very good and a thorough course. Just got to put it into practice. Feel confident I can do, plus opportunity to discuss things with it being a small intimate group. Trainer's presentation was very engaging and entertaining. Thank you.

*Barbara Garrett  
Babcock Aerospace Limited*

“ The course was very well-rounded and structured in an easily digestible manner. Creating typologies, formats and visual guided were fantastic. Overall, using reason as the anchor for all content was great - makes sense and practical! The presentation was really thorough, engaging and encouraging. Made sure content was reiterated and understood by all delegates.

*Panayiota Kastritis  
Coffey*

“ The course was excellent. Interesting, thought provoking, very useable. I have already put different aspects of the course into practice. The trainer's presentation was excellent. Thoroughly enjoyed each session and would like to come back for a refresher course. Very motivating and a very inspiring person.

*K Hogarty-Hingsto  
Hartpury College*

“ A great synopsis of do's and don'ts and toolbox for leadership and professional development, thoughtfully and methodically presented, with validation of learning at each stage. Passionate anecdotal presentation which draws positive enthusiasm from course attendees. Thank you.

*Matthew McCusker  
The Binding Site Group UK*