

CanMediate International

From Discord to Dialogue - Solutions That WORK!!

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Surviving in the Multi-tasking Circus

Presenter: Ruth Sirman, CanMediate International

Time: This can be done as a 1, 1.5, 2 or 4 hour session.

Session outline:

In the complex worlds in which we live and work, stress, burnout and conflict are the norm rather than the exception. As human beings we all juggle multiple tasks at any given time – work / career, family, personal life, community involvement, and often more... For many, this is the story of our lives. This can lead to stress, tension and guilt when our level of commitment is more than we can realistically handle. What is our reaction in that situation? How do we cope? What is the cost to career, family, personal lives of the decisions we make? What do we sacrifice first? Do we take ourselves out of the equation? How does the complexity of the situation impact on our decision making capacity and ability to work effectively?

In the client centred workplace and in the helping professions there is an expectation that the employee involved will be able to help others deal with their frustrations and challenges quickly, efficiently and professionally. While on one hand this can be very satisfying work, there is a cost to helping others in terms particularly in the high stress world that defines many organizations. Expectations are high, resources and time are frequently scarce and this takes a toll on those who are trying to help - particularly when there is no self-care plan in place. The research documenting the costs of stress and burnout is overwhelming.

Join us for a journey into the world of the Multi-tasking Circus – the multiple ringed circus in which many of us pass our days. This session is a practical, light-hearted look at how we get ourselves over-committed and over-whelmed - and what happens when the balls we are juggling start to drop. Participants will have the opportunity to explore the topic using individual reflection, small and large group discussions. In longer sessions we will also use case study analysis and storytelling and a facilitated group simulation. Questions are always welcome.

Presentation style and format

This session will be hands-on interactive a combination of theory and practical tools delivered through mini lectures, facilitated discussions, individual and group exercises, case studies and analysis.

Target Audience

This workshop focuses on the nature and extent of our personal commitments and resulting stress and tension levels. It is targeted at both managers and employees. It can also be customized for separate groups of management or employees.

Return on Investment

This session is intended to give participants tools, resources and strategies that can help them to understand and address:

- The dynamics of commitment and over-commitment and the links between conflict, stress and over-commitment
- What is truly non-negotiable at home? At work?
- Our personal priorities and what is non-negotiable in our worlds – and the impacts that can have on our ability to meet our objectives
- The link between individual 'health' and organizational 'health'
- Strategies for taking control, determining what commitments to accept (or not), setting boundaries and assessing when to say 'No'

For 4 hour sessions'

- Assessing our Personal Commitment Blueprint™ - what is yours, and how does it impact your day to day commitment levels...
- Tools for assessing personal commitment levels, priorities and risk factors
- Tactics for enhancing personal satisfaction, health and productivity and healthy relationships

Duration:

This workshop can be done as either a 60-90 min keynote or a 2, 3 or 4 hour breakout workshop session. Depending on the length of the session, participants will have the opportunity to explore the topic using a variety of individual reflection, small and large group discussions, case study analysis and storytelling and Q&A session. In the longer sessions there will also be an opportunity to people to work with their own organizational situation that will help to integrate the material and provide additional understanding and take-away strategies.

Resources/equipment required

This presentation requires:

- 2 flip charts
- LCD / Power Point projector
- Laptop (may be supplied by the presenter)
- Lapel microphone for large rooms / larger groups where amplification is needed

To see Ruth in action:

Youtube channel: www.youtube.com/canmediate

References and C.V available on request or for more information: www.canmediate.com

Information on Ruth Sirman

Short Bio:

Working as a mediator, trainer and speaker since 1992, **Ruth Sirman** is a veteran in the world of Alternative Dispute Resolution. Ruth brings her energy, humour and sensitivity to the sessions that she presents as well as her experience as an entrepreneur, employee, manager, single parent and partner. Her focus is to invite participants to explore the dynamics of their reality and develop enhanced strategies for thriving in their own personal situation.

She has been called a talented mediator, a high content speaker, an amazing trainer, a 'tell-it-like-it-is' realist, a stand-up comedian with a message and a few others things as

well... But no matter what you call her, know that her objective in life is to help people learn to manage the tough situations they create – and live to tell about it!

Longer Bio:

Working as a mediator, consultant, trainer and professional speaker since 1992, Ruth Sirman is a veteran in the world of Alternative Dispute Resolution and Organizational Development. Her specialty is large complex, multi-party interventions - often succeeding where others have failed. Her understanding of organizations and of human behaviour, her quick wit and humour based “down home” practicality have made her a much sought after professional speaker - nationally and internationally

She has been called a talented mediator, a high content speaker, an amazing trainer, a ‘tell-it-like-it-is’ realist, a stand-up comedian with a message and a few other things as well... But no matter what you call her, know that no matter where you meet her, she will give you something to think about, challenge you to look at life in new ways and keep you laughing through it all. Her objective is to help people learn to manage the tough situations they create – and live to tell about it!

She is an Accredited Mediator with the Workplace Mediation Association, a member of the Canadian Association of Professional Speakers and the International Federation of Professional Speakers and has a Master’s Certificate in Mediation from The Leonard Institute.

For more information www.canmediate.com or contact Ruth @ 613.298.8105