



WHAT YOU CAN SEE:

- Changes in personal behaviour
- Decreased productivity
- Low engagement between people
- Erosion of company culture
- Increase in absenteeism
- Rising occurrence of incidents
- Higher staff turnover
- More internal complaints and issues

WHAT CAN GO UNSEEN:

- Stress at home
- Mental health breakdowns
- Medical issues
- Drug and alcohol use
- Low self esteem
- Presenteeism
- Staff whispers
- Decrease in company reputation



What is the
problem here?



What is negative stress?

Negative stress is anything that has the potential to adversely impact a person's normal functioning during the day. At work, negative stressors include:

-  Work overload
-  Tense interactions
-  Bureaucracy frustration
-  Poor equipment design
-  Unsafe work
-  Heavy physical work
-  Difficult work relationships
-  Lack of perceived control
-  Unsupportive supervisor
-  Lack of experience
-  Physical dangers
-  Role ambiguity

When people are negatively stressed at work, they work less efficiently, less carefully and less often. Their mental health suffers. When people are unhappy, they spread negative energy, which affects internal culture. Then they take that energy home with them.



What is the current situation?

- Recent studies have estimated the annual **cost of mental health problems to the Canadian economy at \$35 billion**. Two thirds of these costs were born by the employer.
- Mental Health problems are expected to be the source of **more than 50% of all disability** claims administered over the next 5 years, now exceeding heart disease.
- Negative stress both at home and the workplace has a **powerful impact on organizational culture**, the health and safety of individual employees, and the financial bottom line.
- COVID has physically **isolated** many employees.
- Current empirical research links organization **productivity and performance** to employee psychological **well-being**.
- There is emerging case law and legal duty for organizations to deliver a workplace where employees feel safe from psychological harm. The **employer can face legal consequences** if "Toxic work conditions" are judged to have contributed to an **employee's suffering**.

Mental health and stress management topped the list of emerging health and safety concerns among leaders according to a Workplace Safety and Prevention Services survey conducted in late 2019.



Is negative stress negatively affecting your organization?

If so, how much longer can you afford to do nothing?

If not, how much longer will it be until your organization is impacted?



**What's the
solution?**



A Cultural Shift

Companies need a program that immediately goes to work to involve every member of the organization to build a stronger culture that is resilient to negative stressors.

TOP HAT DELIVERS THE CULTURAL SHIFT IN FOUR WAYS:

1

Enables the early **identification of escalating behavioral** concerns symptomatic of negative stress.

2

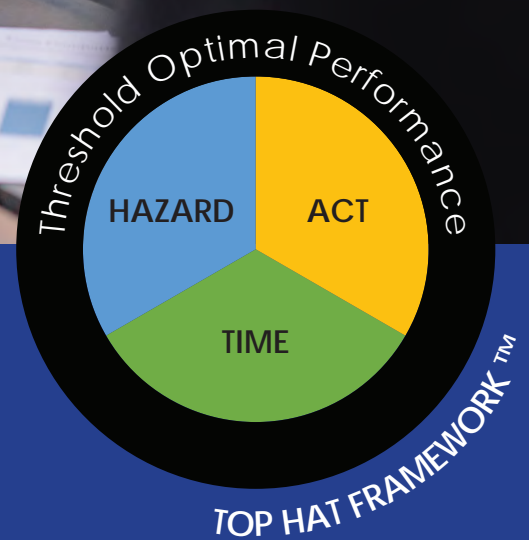
Builds the mutual aid and **support networks** necessary to improve organizational resilience.

3

Helps people to **build healthier habits** that ultimately lead to better decisions.

4

Increases individual **awareness and understanding** of social and emotional learning.



What is TOP HAT?

TOP HAT is a modular, moderated program that initiates conversations around issues and topics that guide your employees to decisions that improve their happiness at work and their overall effectiveness.

Along the way it helps to normalize mental health issues within the organization and brings the staff closer together.

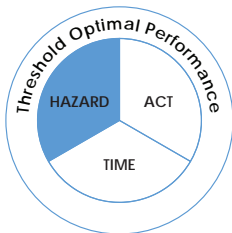
TOP HAT is a simple acronym to help participants remember and apply information from the program.

The TOP HAT Framework™



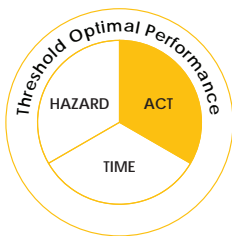
Threshold Optimal Performance (TOP)

- What do I want for myself now and in the future?
- How can my past experiences help me to get what I want?
- What are the things I need to do now to progress on my path?



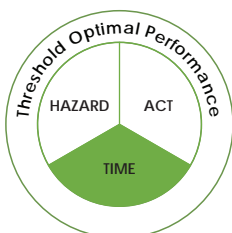
Hazard (H)

- Do I engage in patterns of thinking that limit my potential?
- What are my blind spots preventing me from improving?
- How can I be more aware of myself and my environment?



Act (A)

- How can I learn effectively to build knowledge I need?
- What are my strengths that can be immediately leveraged?
- How can I better focus on the things that get me what I want?



Time (T)

- What are the habits I need to make time for to improve?
- How can I be more resilient to address daily challenges?
- How can I be more present with myself and others?



What do you need to know more about?

WHAT IS THE TIME COMMITMENT?

- The TOP HAT program includes 16 modules that can be delivered at a pace ideal for each company (recommendation: 1 module / month)
- Each module can be delivered in 2 hours.

WHO DELIVERS THE PROGRAM?

- The organization nominates Champions to deliver the program.
- Champions attend a full day Moderator training course.

HOW IS THE PROGRAM DELIVERED?

- In small groups between 15-20 people.
- Can be delivered in person or remotely.



What are the results you can expect to experience by implementing the TOP HAT Program?



Positive changes in personal behaviour



Increased productivity



Decrease in absenteeism



Higher engagement between people



Renewed energy to improve company culture.



Decrease occurrence of incidents attributed to human error



Lower staff turnover



Reduction in internal complaints and issues

What are the challenges and benefits of implementing the TOP HAT Program?

CHALLENGES

Initiative Fatigue

We already have a lot going on, how can we fit this in?

Program Implementation

From today, how long it will take to get the program up and running?

Stakeholders Buy-In

Will this program address my needs also?

Organization Commitment

When can we say the program is implemented?

Program Resources

What are the requirements to deliver this program to my organization?

Special Skill Requirement

Does my organization require extensive skill training to support program implementation?

BENEFITS

The TOP HAT Program is designed to help **reduce negative stress associated with workload and change**. This program will help mitigate against initiative fatigue by getting a different perspective on the table that is refreshing for the workforce.

The TOP HAT Program is a **turnkey solution** that can be delivered to your workforce immediately and requires a time commitment of 2 hours per month per employee.

By targeting the goal of retiring negative stress, the TOP HAT Program **addresses the need of different organizational stakeholders** to reduce unplanned events across the business including People, Operational and Financial related risks.

The TOP HAT Program emphasizes quality over quantity. The full program (16 modules) is designed to be **delivered over an 8 to 16 month period** to facilitate the sustainment of the cohorts and development of new and improved individual habits.

Champions are identified to deliver the TOP HAT Program to a single cohort between 15-20 people. For example, in an organization of 2000 people, 100 Champions are selected to attend a **6-hour course** to learn how to moderate the program.

The prerequisite skills to deliver the TOP HAT Program are a **positive attitude, a willingness to learn, good listening and time management skills**.











How was the program developed?

- Scientific research in the fields of Neuroscience, Psychology and Sociology.
- Collaboration between professionals representing Public and Private industry with backgrounds in Science, Arts, Health and Medicine.



Is the TOP HAT Program right for your organization?

If you have you experienced one of the following negative stress events in your organization in the past 6 months, the TOP HAT Program is your sustainable solution to build a culture of negative stress prevention.

-  Bullying or harassment claims.
-  Injuries attributed to workload, stress, or fatigue.
-  Routine violations associated with complacency.
-  Employee theft or fraud.
-  Errors or Omissions caused by a lack of focus.
-  Regrettable attrition of high performers.
-  Increase in long and short-term disability claims.
-  Observations of unusual, unpredictable, or inconsistent behavior.



Pricing Sheet

There are two ways to deliver the TOP HAT Program to your organization

1. FACILITATED DELIVERY

20 people

16 modules

2 hours / module

We deliver at your pace

CA\$39,600

2. MODERATOR TRAINING

20 people

Full day course

Ongoing Support

Champions deliver program

CA\$3,960

How many Champions need to be trained?

Formula: $\text{Company Size} / 20 = \# \text{ of Champions needed}$

Example: $2000 \text{ people in company} / 20 = 100 \text{ Champions}$

How many Champion's Training sessions do I need to purchase?

Formula: $\# \text{ of Champions needed} / 20$

Example: $100 \text{ Champions} / 20 = 5 \text{ sessions}$



What do you do now?

Ready to turn around your culture and retire negative stress once and for all?

EMAIL INFO@TOPHATGLOBAL.COM

Learn more at retirenegativestress.com

