

## Team Balance – Work and Wellness

Since the amount of diseases due to mental and physical exhaustion in the IT-line has rapidly increased in recent years, a variety of experts in occupational medicine and organizational psychology have started to do research at the causes of this increase of diseases. Most of the causes are closely related to cultural changes that have taken place in the IT industry. Increasing compression of work, the principle of permanent proof of performance and transparency and round-the-clock availability cause the transition of a culture of trust into a culture of control, which neglects the social and biological aspects of human performance and effectiveness. Frequently changing supervisors, the rise of virtual teams and the abstract communication via modern media lead to a lack of personal recognition, in addition with a loss of identification with the employer. In connection with individual personality traits such as being "highly ambitious" these factors lead to a working culture, which entails a serious danger for health and wellness. Indeed, it is an indicator for a reduced manpower.

### **Goals of Team Balance**

*Healthy Communication is a Prerequisite for successfully operating Companies.*

This practical and entertaining event promotes positive changes of the working culture. It helps increasing and maintaining the productivity and efficiency of teams and departments. Team Balance combines elements of team trainings with methods that preserve the manpower of individuals and groups. It boosts the team spirit and optimizes the communication and work-life-balance within teams and different areas of work, thereby creating the conditions for an improved health and performance culture within the entire enterprise.

It can also be applied to transform virtual or prospective teams into real teams and to pave the way for a successful cooperation based on the principles of health and performance research.

Since the training also applies to the needs of the single participant, it has an incentive character and strengthens the identification with the company.

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<b>Methods</b>	interactive presentation, discussion, individual work, small group work, relaxation exercises, physical exercises, individual health assessment
<b>Target Group</b>	teams incl. manager max. 16 participants
<b>Duration</b>	2,5 Days including evening event and individual consulting
<b>Trainer</b>	Boris B. Kimes M.A. Kimes Communication & Health