

Springboard Consultancy

press release

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Men at work – thriving or surviving?

Many men in Britain are now spending so long at work they no longer have enough time to spend on the very reasons they say they are working – to support the family, enjoy the company of friends and engage in leisure pursuits – let alone to enjoy Christmas.

This workplace contradiction affects men far more than it does women. It reflects the trend that shows 25per cent of men working for more than 48hours a week and one on five unskilled or manual male workers putting in over 50hours per week.

The phenomena of workaholism and ‘presenteeism’ – the wish to be seen to be working hard, and a fear of being seen to leave the workplace for home – are among a raft of issues now confronting men at work and are the subject of a study which aims to help men in general address the way they are failing to deal with them. The context is a world of work in which many men say they are surviving, not thriving.

Resulting from the study, a training programme called Navigator has been designed specifically to look at men’s issues at work and beyond. Created by the Springboard Consultancy – which has made its name with an equivalent training programme for women, adopted by 170,000 women across five continents - it is the market leader in its field.

The programme aims to enable the new generation of 21st century men in the UK to make sense of their roles and responsibilities in an age which further challenges male stereotypes as many organisations become steadily more female focused.

Men’s predisposition to becoming workaholics is illustrated by their regularly taking work home, working during lunch-breaks or missing out lunches altogether, getting complaints from partners about the amount of time spent on work, and feeling bored, guilty or at a loose end when not working. Part of the Navigator programme explores how work can best be kept in perspective.

Women’s motivation to progress their own development is typically much stronger than most men’s. But according to the Springboard Consultancy, in order to thrive and not just survive the new world of work, men do need to start reviewing their goals in the light of the changes going on around them.

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“The development of the whole person is more important than ever,” said Jenny Daisley, chief executive of the Springboard Consultancy. “The world is changing faster than in previous generations so that almost nothing is fixed or certain. The emphasis is now more on each of us setting our own targets, realising our dreams, and providing our own job security and direction. Those around us will expect us to take this responsibility for ourselves, rather than to wait for things to happen.

“There’s little doubt that the workplace is becoming more stressful for men as employment patterns, job security and women’s roles continue to rapidly evolve. Many men are questioning their purpose and status at work and at home and are unclear on how they should adapt to the new environment. Among the consequences of such growing uncertainties, men’s well-being is increasingly affected,” she added.

Co-author of the Navigator workbook James Traeger said: “Part of the male psyche all too often is resistant to the very idea of realistic self-assessment. We find that men see it as a sign of weakness to admit to needing such assistance with the way they lead their working lives. With Navigator we have gained men’s trust and encouraged them to engage with new territory – their own development. That is good for them, their employers and their communities,” he said.

Above all, the programme challenges male expectations and the stereotypical view of the ‘man’s world.’ It also looks at clarifying values, deals with physical and mental fitness, setting strategic goals, the appropriate use of assertiveness and how to convey the right messages.

The Navigator programme is available around the country, is conducted in groups large and small and is usually phased over a three month period – more details at www.springboardconsultancy.com

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Notes to editors:

- Navigator is one of the personal development programmes designed and run by the Springboard Consultancy. Their common theme is to enable the individual to reach their true potential.

- The Navigator programme was written by James Traeger, a pioneer of men's development; and by Jenny Daisley and Liz Willis, directors of the Springboard Consultancy.
- The consultancy was formed in 1988 and now operates in 21 countries across five continents. It is a small, ethically-driven business specialising in personal development at all levels.
- Clients in the UK include a wide range of blue-chip organisations, from ftse-100 companies to leading universities, government departments and police services as well as a wide variety of other organisations in the public and private sectors.
- The consultancy is based at: Holwell, East Down, Barnstaple, Devon, EX31 4NZ. For further background please see: www.springboardconsultancy.com

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