

Media Release

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Make or break approach to employee well-being isn't good risk management.

New market heavy-weight, coaching and mentoring group ARG have pointed out that recent research into poor employee annual leave taking, isn't wise Risk Management.

Michael Donovan, co-CEO sights recent research as a warning sign. 'Expedia and Macquarie University agree that survey results showing some 34% of workers are too busy to take holidays and a further 32% feel pressured not to take annual leave for economic reasons, has to be addressed as a risk management issue for business. Not only the liability for poor health outcomes but the Macquarie warning on increased workplace fatalities. Yet many businesses simply ignore huge accrual of annual leave. Senior executives are among the worst at risk.

ARG focuses on mid to senior level talent and their well-being as key to the running of the enterprise and to its survival. "Without your best people performing superbly, the business will lose competitive advantage or succumb to failure to respond appropriately," says ARG executive coaching expert Kylie Hammond. "It is surprising that businesses fail to see the cause of some business challenges as the poor performance of their people due to stress and fatigue.

The newly formed ARG, through a merger of AR Executive Coaching and the leading executive business-mentors of iMentor-pro, believes that many businesses won't do much to force key leaders to take leave so they need to support them through coaching towards work-life balance, greater stress reduction and using exercise to maintain and repair body and mind. With these achieved the level of improved thinking is addressed towards corporate survival using trained and skilled former executives who are business-mentors.

'New challenges require new approaches, continues Hammond. 'The new economic problems tend to add extra reason onto the rationale not to take leave. To avoid this becoming burn-out the skills offered by a good coach can be an effective release of pressure. Certainly, the stressed executive appreciates the help but will often not ask for it – a particularly Australian characteristic.

Having access to a wise head, who has been through recession type business upheaval, is the role of the experienced business executive mentor to bounce around strategy and apply experiences never before needed because of the age difference and prior strong economic events leading up to the current difficult global outcome which impacts locally. Being tired and worn-out adds a high-risk layer of threat that has to be considered by the leader and often the board. They share liability.

"The decisions rest with the business leader in being open to offering or authorising help and the business executive seeking it for their own well-being. No-one will thank you for killing yourself on-the-job. Says Donovan a seasoned international CEO. "This type of self-sacrificing executives doesn't add value in the long term. They are poor role models and even poorer decision-makers.

The message is clear. Are you a Make or Break business leader? Do you support and proactively offer support to your key talent or do you just hope they won't implode and take your insurance and the business with them?



Amazing Results Group Company Profile:

Amazing Results Group (ARG) has assembled one of the largest and the highest calibre teams of Business Mentors & Executive Coaches, located in every capital city across Australia and throughout the Asia Pacific region. Through the ARG network, you will have exclusive access to high profile current and former CEO's and managing directors, as well the leading Executive Coaches in the region. ARG's Business Mentors and Executive Coaches have lead, or held key senior executive positions within corporate, public sector & education fields. Individuals within our network have held P&L responsibility for operations with turnovers from \$10 million through to billion-dollar corporations. The selection of your Business Mentor or Executive Coach is based on you and your specific requirements. Whether your organisation is large or small, every business owner and executive knows being in business is challenging. However, when you are teamed with a Business Mentor or one of our leading Executive Coaches, you can be confident of better motivation, decision-making and an increased chance of success is within your reach.

For more information please contact:

Kylie Hammond, Chief Executive / Michael Donovan Chief Executive
Amazing Results Group
Phone 1300 669 139
Direct +61 2 9922 6175
Mobile 041 990 7088 / 0407 600 939
Web www.argroup.com.au

