



## GLOBAL BUSINESS SOLUTIONS

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**I am tired.  
You are tired.  
We are all tired.**

It is that time of the year and the pressure is on to capitalise on the last few months of 2016. We need to do a lot, but we do not have the energy. So, what is the solution?

**1) Remember that your people are tired too.**

High levels of stress actually makes us self-involved. Practically it means that it is more difficult for us to think about showing concern and compassion for other people. This disconnection leads to strained relationships between colleagues. It is important to remember that our colleagues are also battling fatigue. For those in leadership roles, this is a critical time to build on connection, and spend time “on the floor” talking to your people, building relationships and leveraging the relationships you have built during the year.

**2) Get back on the wagon.**

Time management, or self-management as it pertains to time, is a skill that comes more easily to some than others. I have noticed that by September, things have usually begun to slip. I am not as strict with myself when it comes to my planning and systems, which makes me feel less organised. Time management is essentially the setting up and maintaining of a system that one can trust to do the remembering for you. Go back to the systems that work for you and be strict with yourself about sticking to them. They will become habitual again; and this will reduce stress.

**3) Reconnect to goals.**

This is the perfect time to reconnect to the goals that you (and your team) set at the beginning of the year. Revisit these goals, get reconnected to the reasons why you set them, and find your motivation and focus again. We know that we need to push through until the end of the year; if we forget where it is that we are going, it is easy to be derailed.

**4) Lead strongly and support well.**

It is the time for leadership to step up, not step back. This does not mean a more aggressive or even more assertive leadership style. It means consistency of expectation, clear definition and communication of that. And some charismatic leadership.

Support your team, support your colleagues and support your leaders. We all want to be part of successful teams, and in order to do so we need to make meaningful contributions.

Kind Regards

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