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Hello and welcome to AM Edition for April 2022.

As more organisations transition back into the workplace and adapt to a hybrid world, I find myself coaching, speaking and podcasting a lot about all things work and setting a new operating rhythm. Life is a series of rhythms and when we get into momentum with productive, energising rhythms - great things happen. The opposite occurs with restrictive, oppressing and non-productive or non-energising rhythms.

Now is the perfect time to re-establish the operating rhythm for you and your wider team/s. I have delivered several workshops in the past month, working with exec/leadership teams and a few large organisations to help them set a new operating rhythm.

The theme this month is establishing a new Operating Rhythm.

**WATCH:** Micro-Recovery Breaks

**READ:** Operating Rhythm and 7 Presentations in 3 Days

**LISTEN:** The Science of COVID with Dr Tom Buckley

**ENGAGE:** Work. Upside Down Keynote.



## Micro Recovery Breaks

Micro Recovery Breaks are short (30 second to a few minute) voluntary breaks that involve a blend of Psychological Detachment (switching off the brain) and Parasympathetic Activation (relaxing the body).

Elite athletes do this naturally in the middle of games and high performance moments. In the business world we often keep pushing and then wonder why we end up feeling so tired and fatigued. Learning to build in Micro recovery Breaks are a proven way to optimise productivity and performance.



## Micro Recovery Breaks

A microbreak is a short (30 seconds to a few minutes) voluntary break

Micro = Psychological Detachment + Aesthetic Activation

Micro = Cognitive (more is not more)

Micro = Adaptability, creativity, focus and productivity

Micro = Hypnosis, yoga nidra and a nap (<20mins)

Micro = Performance Habit



## Operating Rythm and 7 Presentations in 3 Days

7 Presentations  
in 3 days


AM

**Executive Performance Program**

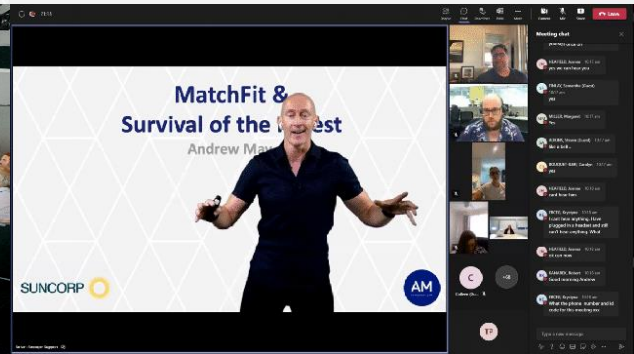
Developing global leaders that thrive in a hybrid working environment.



STRIVE · STRONGER



Ramsay Health Care



MatchFit & Survival of the Fittest

Andrew Martin

SUNCORP

AM

I like to think of life like an extreme sport.

At one extreme go super hard. Charge. Squeeze. Push. PERFORM.

This includes work, physical fitness, mental skills and everything life has to offer.

And at the other extreme take it easy. Go slow. Cruise. Chill. RECHARGE.

This is exactly how I have set up our work/operating rhythm at StriveStronger balancing between the In season and the Off Season, which is based around the school semester and the quarterly business reporting season. Think of breaking the year into 4 quarters of 10 to 11-week cycles based on school semesters (In Season) with a 2-week break (Off Season) in between.

I work at a high intensity throughout the year and take the majority of January off. For many people there is a natural oscillation between high intensity and periods of lower intensity throughout the year (and if not – you need to manufacture this!) In my role as a keynote speaker (especially now we are back doing live events again), I know February/March, July/August and October are big months, or what the speaking industry calls ‘Conference Season.’

[Click here to read the blog](#)





## The Science of COVID with Dr Tom Buckley



Exciting news!

We have just launched The StriveStronger Podcast with Andrew May.

Episode 2 is an interview with Dr Tom Buckley. Dr Tom I have been working together for 17 years with a mutual interest and desire to bridge the gap between the science of human performance and the reality of the human experience.

Dr Tom has been studying the research around COVID and in this interview we explore what to do if you or a loved one has COVID, how to boost your immune system and the innovative work we are doing together with a number of business executives and entrepreneurs to help them manage the symptoms of Long COVID.

[Listen to the full episode here](#)



## Work. Upside Down (Keynote)

**The Great Realignment redefining our relationship to and definition of work.**

Reports indicate 40% of the global workforce is looking to resign. We don't buy into the hype! Let's reframe as The Great Realignment – where proactive employers change the narrative and recalibrate to be more aligned, purpose-driven and include a compelling employee value proposition (EVP).

The screenshot shows a video conference in progress. On the left, a speaker is visible, overlaid with a large white play button icon. Behind him is a presentation slide titled "Hybrid Work" with the following bullet points:

- 72% of employees reported feeling exhausted by the Hybrid Work arrangement, compared to 57% of employees for work in person arrangement, and 37% of employees for remote working arrangement<sup>2</sup>
- In a study by McKinsey, 49% of respondents say they are likely to quit if they are not offered out<sup>1</sup>
- 52% of workers would prefer a more flexible work arrangement
- 30% of employees are likely to switch jobs if return to office is mandatory
- 50% of employees would like to WFH for 3 days or more

On the right side of the screenshot, a meeting chat is visible with several messages:

- DK Kollowitz, Danny: my smart watch removed if I have sat for that's a good thing
- JG Grainer, Jacob: Also the goldfish my mind
- AM Angela Poon: oh but I have to many steps I have
- CF Ditchburn, Christy: keep that, just disconnect whatsapp or messenger notifications
- CF Ditchburn, Christy: Maybe we can just notifications on the still get our steps...
- AM Angela Poon: https://www.strives.com/products/30-day-herbal-categories/214-sts/2154903750

At the bottom of the chat, there are several circular icons representing participants: LP, JB, EM, and TP. A "30 DB" badge is also visible in the bottom right corner of the video frame.

COVID-19 has been the shakeout causing people to reevaluate all parts of their life and it starts with work. Employees around the world are questioning:

- What is work all about? (**Redefining the definition of work**).
- Why is work important and what meaning do I receive from work? (**Purpose**)
- How, when, and where do I want to work in the future? (**New Ways of Working**)

We need to establish new Operating Rhythms that incorporate a hybrid of WFH, WFA (Working From Anywhere), and being in the workplace. Companies need to adopt flexible ways of thinking and working; provide support in redefining personal productivity; and create psychologically safe environments for employees to flourish.

## Key Learnings:

- Work is no longer somewhere you go it is something you do
- Why the notion of 'productivity = hours worked' and multi-tasking are complete myths
- The power of Deep Work, Cultivating Free Space and align cognitive tasks with Energy Personality to improve output by 30%
- Make all types of meetings sharper, more productive and outcome focused
- Reprioritise your calendar and stop the Busyness Trap by taking control of your Central Nervous System
- Shift your body, brain and calendar into productive daily (chronobiology), weekly (Better Week) and annual rhythms
- Elevate engagement by shifting the EVP from money to purpose alignment

## Online Assessment – WorkFit Calculator

**Measures personal productivity and provides a Future Proof Index.**

Includes a Time Use Audit showing where time is spent on work-specific tasks such as emails, meetings, daily distractions; and personal activities including physical activity, hobbies and passions, time with friends, family and loved ones, learning and development. The Productivity Matrix is a visual report highlighting where time is invested each week based on Strategy and Urgency.

A N D R E W M A Y



[Andrew May](#) | [StriveStronger](#) |

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