

# CORPORATIVE PERFORMANCE

## TALKS





Today we live a phase of corporate life of great physical and intellectual demand.

In general, we can characterize the general state of organizations in the following points:

- **"Never offline."** That is, we are never offline. The phone is with us everywhere. We watch the mails incessantly, we answer the phones at more unusual hours and we reply to messages at any time and in any place. We never hang up!
- **Pressure on the results.** You say what you don't measure doesn't matter! We all have goals to achieve. Doing business, closing contracts, presenting results.
- **Long hours of work.** The famous "nine to five" is completely gone. To realize the organizations' plans it takes more and more hours of work. There is a growing demand that can only be met with more and more work. More hours online.

This state of high demand, permanent connection, extended by wide periods of time, has a high cost, not only professional but also personal with decrease in individual and team performance.

**Stress and fatigue** are 2 words which are fully in line with the state of most of the companies, regardless of the level of differentiation, business area or even of the hierarchical framework. Some of the known consequences...





## IMPACT OF STRESS AND FATIGUE

### On **PERFORMANCE**

- Decrease in decision-making capacity
- Reduction in communication skills
- Decrease in creative and innovative capacity
- Difficulty in adapting to change
- Increased risk in decision making

### In **PERSONAL LIFE**

- Tiredness
- Sleep disturbance
- Irritability
- Anxiety/depression
- Diminishing defences
- Increased risk of cardiovascular accident





## OBJECTIVES

In view of this framework, a 1h **TALK** may have as general contents:

- Performance and productivity
- Fatigue and stress
- Signs and symptoms
- Impact on individual and team performance
- Impact on cognitive function
- The 4 R's of Performance
- Recover
- Refuel
- Rethink
- Reenergize

By fulfilling these points, it is intended at the end of the **TALK** that the participants:

- Identify the main signs and symptoms of stress and fatigue
- That they understand the impact of stress and fatigue on performance





### **The concept: energy vs. time**

- More important than time is the energy we put into the tasks

### **How we work**

- How should/may we work?
- What consequences?
  - On productivity
  - In health
  - In personal life/work life balance

### **Performance, stress and fatigue**

- Signs and symptoms of stress
- Impact on performance
- Impact on the decision

### **The 4 "R" of Performance**

- Refuel
- Rethink
- Recover
- Reenergize



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I am a Full Professor of Physiology at University of Porto, Portugal.

A recognized specialist with extensive experience in improving people and teams performance, whether in the context of high-performance sport or corporate environment.

Author and co-author of over 60 scientific articles published in international peer-reviewed journals and author of 5 books.

I have worked with companies such as: Deloitte, José de Mello Group, Siemens, Philips, Sonae, Banco Popular, Banco Santander, Ana Aeroportos, Wipro, Galp, Sage, PWC, Novo Banco, Standard Bank, Outsystems, Biogen, Galp, Hyundai, Farfetch, etc. More recently, I have participated in the physiological monitoring of international car drivers.

I am also a Scientific Lead of Deloitte's FUEL project, a UNILABS Consultant, a scientific advisor for the Powermotion Group (experts in car driver training) and a guest lecturer at Porto Business School.







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