

HIDDEN PRESSURE POINTS

What managers miss before burnout, absence and disengagement show up.



WITHDRAWAL

A normally engaged person becomes quieter.

IRRITABILITY

Tolerance drops and tension rises.

FALLING STANDARDS

Small changes begin to affect performance.

THE WARNING SIGNS RARELY ARRIVE WITH A WARNING LABEL.

Pressure rarely arrives as a formal warning. It shows up in small changes: patience wears thin, people withdraw, standards slip and difficult conversations are avoided.

Mike helps leaders notice what may be happening beneath the surface and take practical action before pressure becomes a bigger human and organisational problem.

MANAGERS LEAVE BETTER ABLE TO:

- Spot changes before they become crises
- Start safer, more human conversations
- Know the practical next step to take

AFTER HEARING MIKE PRESENT AT A PROFESSIONAL CONFERENCE ON STRESS:

“ I was very impressed with both his intelligence and his humanity.

**ROBERT GORDON, PH.D.,
ABPP**

Fellow of the American
Psychological Association

Notice earlier. Talk more safely. Act practically.

WHAT YOUR AUDIENCE WILL TAKE AWAY

A practical, emotionally intelligent session that helps managers notice more, listen better and respond earlier.

01 NOTICE EARLIER

Recognise subtle changes in behaviour, communication and performance that may signal mounting pressure.

02 TALK MORE SAFELY

Approach sensitive conversations with confidence, humanity and appropriate boundaries.

03 ACT PRACTICALLY

Understand immediate next steps - and when additional support or escalation may be needed.



MORE THAN A TALK ABOUT STRESS

Mike combines more than two decades of management and workplace wellbeing experience with his work as a Mental Health First Aid England Instructor. His approach is also shaped by lived experience, including recovery following brain surgery - bringing credibility, perspective and humanity to conversations about pressure, resilience and change.

This is not motivational hype.

It is honest, practical and grounded in what managers can actually do next.



FLEXIBLE FORMATS

30 MIN

Lunch & Learn

60 MIN

Keynote / conference talk

HALF-DAY

Manager workshop

UK-WIDE

Online or in person

BRING HIDDEN PRESSURE POINTS TO YOUR ORGANISATION

To check availability or request speaker details, email enquiries@mikelawrence.co.uk

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