

IMPRESS

IMPRESS

GENERAL PRESENTATION

Start: 01-11-2017 - End: 31-10-2020

Project Reference: 588315-EPP-1-2017-1-ES-EPPKA2-KA

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Project funded by:



1. WHAT ARE WE TRYING TO DO?

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The objective of **IMPRESS** is to enable business professionals to gain a perspective on work related stress issues

The intention of the project is to **develop and validate an innovative toolset allowing identifying and dealing with stress related issues in the organisations and to support them with new coaching and training materials in solving the identified problems.**

The objectives and the results are:

1. Develop an **education module based on experiences in industry that will equip professionals working in industry with the necessary knowledge and skill sets needed** to deal with the Work Related Stress issues that occur in a continuously changing work environment.
2. Develop a **suite of practical tools that can be used by suitably trained professionals to quantify stress levels in an organisation and at an individual level, especially with** regard to the ability to work under pressure.
3. **Design and pilot test an appropriate training approach for young people with the objective to enable them to cope with the challenges on the labour market by** reducing the stress factors either before being employed or when they start their professional career.

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2. HOW DOES THIS GET DONE, AT PRESENT?

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Stress is an important occupational safety and health concern in about 80% of European businesses and is one of the main reasons for lost working days. However, less than a third of European organisations have procedures in place to deal with work-related stress. The survey shows that there is often a lack of expertise and specialist support (e.g. a psychologist)

In the large Enterprise Survey on New and Emerging Risks (ESENER) around 8 in 10 European managers expressed concern about work-related stress in their workplaces; however **less than 30% admitted having implemented procedures to deal with psychosocial risks**. The survey also found that almost half of employers consider **psychosocial risks more difficult to manage than 'traditional' or more obvious occupational safety and health risks**.

Using an EFQM based stress assessment will allow for a first time to quantify organisational stress level in a way reflecting their impact on the individual.

Up to now, **no solution exists that integrates analysing all these factors within one approach that allows to set up fitting countermeasure to resolve those problems through fitting coaching & training on all levels of the organisation**



First project meeting in Riga 27-28/11/2017

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3. WHAT IS NEW/INNOVATIVE ABOUT OUR APPROACH AND WHY DO WE THINK IT WILL BE SUCCESSFUL?

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The project **will offer a teaching modules and self-evaluation tools** which allows managers, employees and worker representatives to identify risk factors, preventive practices, individual and organisational solutions for stressors at organisational, team and individual level.

IMPRESS is **innovative in joining the different strands of stress measurement, integrating both individual and personal assessment parameters, and developing prevention approaches and training that address the combined factors for a better removing of the stressors, thus minimising the negative impact of stress on individual, group organisational level.**

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4. IF WE SUCCEED, WHAT DIFFERENCE DO WE THINK IT WILL MAKE IN THE SHORT AND LONG-TERM?

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Short Term Benefits

The elaboration of a stress management system based on an excellence model will increase the knowledge available at the partner organisations, allowing for the development of coaching and training programmes for industrial end-users on the topic of stress avoidance.

Mid Term Benefits

IMPRESS stress management application/training package will become available to all members of the associations and chambers of the IMPRESS consortium. For the associations organisations involved in the project, the benefit lies in the direct application of the results to their own employees and associated companies, since both deal with job areas that are amongst the most stressful ones according to recent surveys.

Long term benefits

Through their respective networks, all partners have nation wide direct contact with industry leaders and further communication channels with other business representative groups including government organisations. They will market the results of IMPRESS as an ongoing coaching/training service to all related organisations and will provide certification support where necessary. In order achieve sustainable results the sensitization of management of SME, practical oriented training modules are priorities. Therefore a close cooperation among HEI and SME are indispensable.

A specific focus of the dissemination will be to reach SME for improving the running their organisations and minimising internal stress factors.

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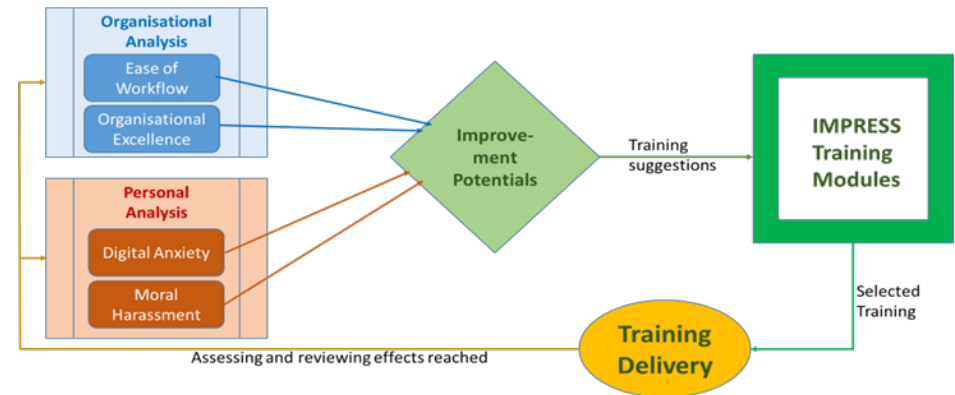
Erasmus+
Knowledge Alliances
Sector Skills Alliances

5. HOW ARE WE GOING TO DO IT?

- How will the project work plan/program be organized?

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IMPRESS Stress Management Solution



WP number	WP title
WP1	IMPRESS DESIGN GUIDELINES
WP2	PROJECT MANAGEMENT
WP3	STRESS FACTOR SURVEY & ORGANISATIONAL STRESS ASSESSMENT PROTOTYPE
WP4	IMPRESS STRESS MANAGEMENT METHODOLOGY
WP5	IMPRESS BLENDED LEARNING TRAINING PACKAGE
WP6	IMPRESS BETA TESTING & IMPROVEMENT
WP7	QUALITY ASSURANCE
WP8	IMPRESS PILOTING AND CASE STUDIES
WP9	IMPRESS VALIDATED RELEASE CANDIDATE
WP10	IMPRESS DISSEMINATION AND EXPLOITATION

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- **Dissemination and exploitation** of the project's products and results at **local, regional, national and European level.**
 - **marketing and business plan, project website, brochures, posters and a book on pilot cases and results.**
 - **press releases, presswork & publications** (developed solution will have **been written up in at least 3 magazines and presented at 3 or more international exhibitions.**)
 - **regional/national events**, seminars and participation on regional/international exhibitions (**attend at least 3 international conferences and trade shows, two workshops in their consortium home regions**)
 - **extended impact to at least two other EU regions that are not part of consortium.**
 - Cooperation with other European Networks (EuroBEN)

PARTNERS

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Entities participating in the project:

TECHNICAL DEVELOPERS



INTERMEDIARY TRAINERS



FINAL USERS



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