

ESM CASE STUDY: MANAGEMENT CONSULTING



Navigating Change with Jackman Reinvents

CLIENT PROFILE

Jackman Reinvents

- Management Consulting
- The world's first and foremost reinvention company that challenges the status quo and brings new strategies to complex business problems
- 100+ employees

WHAT OUR CLIENT HAD TO SAY

"The Enterprise Stress Management team's support came at a critical time for us – shortly after the start of mandatory office closures associated with Covid-19. Their data driven approach enabled tailored support to help navigate stress during an unprecedented time of change.

This was highly valuable for Jackman, and highly recommended for any organization aiming to maintain a pulse on their most valuable asset – their people."

Tammy van Eck

Vice President, People & Operations

THE SITUATION

Change is all around us, and it's coming fast. With normal life changing on the daily due to COVID-19, the team at Jackman was looking for proactive strategies to get ahead of the new challenges impacting people's work and mitigate any risk of potential negative effects to performance.

OUR APPROACH

1. Weekly Performance Pulses to Identify Challenges

Weekly Performance Pulses identified stressors, revealing that while 50% struggled with remote work, 75% remained engaged, highlighting resilience-building opportunities.

2. Tailored Training for Resilience and Engagement

Weekly sessions provided mental and physical fitness strategies, helping employees manage stress, stay motivated, and sustain performance during uncertainty.

3. Facilitating Connection and Collective Problem-Solving

Interactive discussions fostered peer support, collaboration, and collective problem-solving, reinforcing team cohesion in times of change.

THE RESULTS

- **Stronger Employee Resilience** – Employees developed practical coping strategies to manage stress and maintain peak performance.
- **High Engagement Despite Challenges** – Despite widespread uncertainty, 75% of employees remained happy and productive, showcasing the effectiveness of targeted interventions.
- **Sustained Performance in a Changing Work Environment** – Jackman successfully supported employees through change while ensuring continued business impact.