

Et bæredygtigt arbejdsliv



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Let's talk about stress

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1 article ✓ Following

Since September last year, I have been on sick leave from my role of head of Corporate Communication at Novo Nordisk due to stress - partly because of too much work for too long, partly because of a private matter. It has been a challenging yet insightful journey, and I have managed to recover, so for what it's worth, here are ten things I wish I had known ten months ago.

These are only my learnings, and you may have different experiences to share, but one thing I hope we can all agree upon is that more openness is needed to fight the stigma associated with stress.



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2w • Edited

The turn of the year is a good time to reflect on the past year and on what new habits or routines you want to practise in the new year.
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The turn of the year is a good time to reflect on the past year and on what new habits or routines you want to practise in the new year.

But we all know that learning new habits is difficult and takes a lot of will power - it is hard at first (because you have to break old habits), messy in the middle (because there will be confusion), but rewarding in the end.

Below are three new habits from my 2021 - all chosen because they have improved well-being and increased performance and creativity.

- Morning practise: Get up early and start the day with a morning practise without (!) your mobile device. Owning your morning will eventually give you the feeling of owning your life, and starting the day slowly, in silence and without impressions from the outer world, will calm and ground you. I spend my morning practise on exercise and meditation, and I have come to realise that by calibrating my head, body and soul I approach the day with a clear, focused mind giving me the feeling that I will manage no matter what will hit me.
- Day design: Create a day design so that you are sharp on what is important to focus your attention on (remember that cognitive switching is toxic). This practise has given me a feeling of spending my time on what matters the most - not on what seems urgent. But it also improves how I meet all the unforeseen. I do my day designs on a weekly basis, preferably on the Fridays where I look into next week to determine what to prioritise at work, but also how to plan my week around work so life is not only controlled by my Outlook calendar, but also includes time with the ones I love and restorative down time (which is where you pop the creative ideas). What I have come to realise is that by setting the intentions for the week right, you get a nice feeling of accomplishment - something very important in a world with information overload and millions of distractions 24/7.
- Hand writing: This one is very old school and has surprised me a lot. But I have come to understand that - while I am a happy user of digital tools - hand writing is good for the brain. It forces you to slow down which boosts creativity and helps us better remember and comprehend. It simply calms a heated mind and allows ideas to flow more freely. Therefore my day designs are always written by hand.

Happy New (Habit) Year! ☺

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STRESS

»Vi skal have fjernet det skamfulde, når ledere rammes af stress«

Bjørn Lambek
5. november 2021

Novo Nordisks kommunikationschef Katrine Sperling har valgt at være åben om et stressforløb, der har fået hende til at gentanke både sit eget lederjob og den måde, hun organiserer arbejdet på for sine medarbejdere. Her er hendes bedste råd, hvis du selv bliver ramt af stress – eller gerne vil undgå det.

Karriere

FINANS

Stor stigning i stress-niveau: Hver fjerde privatansatte leder er nu ramt

Andelen af erhvervslivets ledere, som føler sig stressede ofte eller hele tiden, er øget med mere end 40 pct. i løbet af pandemien.

KARRIERE | 11.01.2022 KL. 06:30

Fakta fra den virkelige verden

1 Multi -tasking gør os mindre produktive

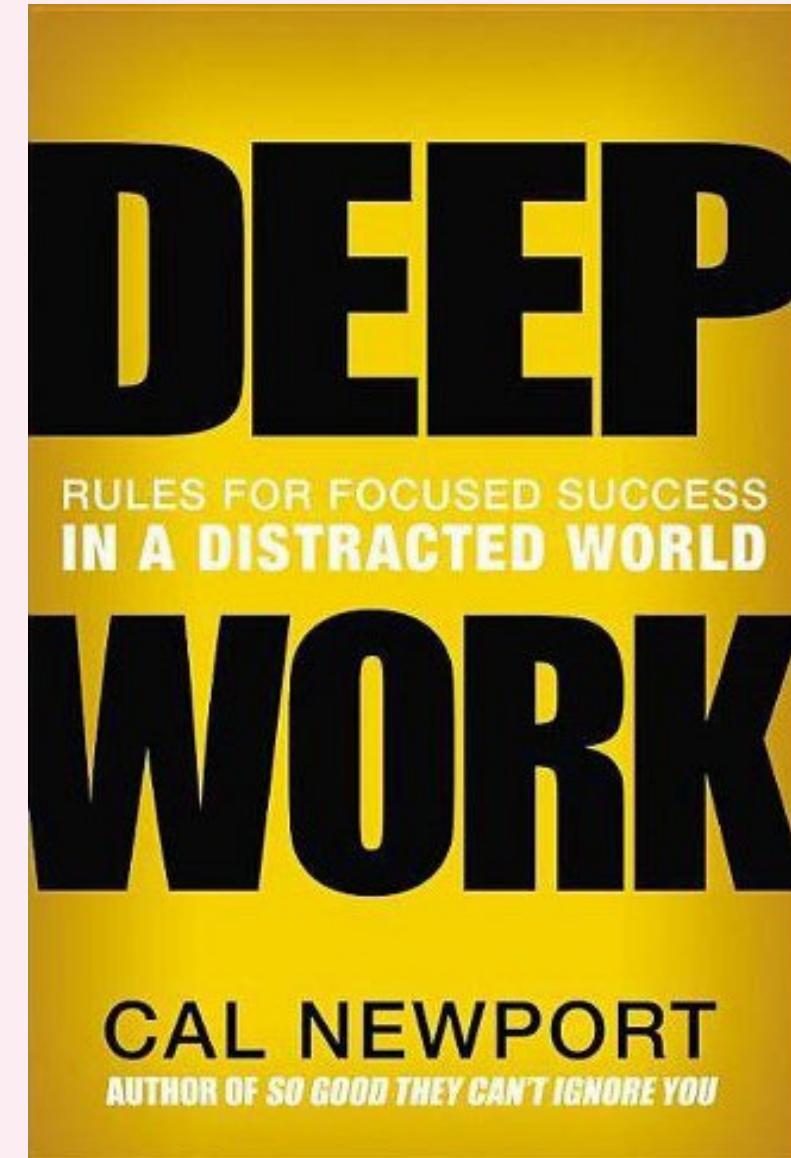
- Gerald Weinberg

2 Afbrydelser gør os mindre intelligente

- Glenn Wilson

3 Tidspres ødelægger vores kreative evner

- Teresa Amabile



Vi fokuserede på 4 temaer



Dagsdesign & Fokustid

Planlægning af din dag og fokuseret opmærksomhed fremmer en bæredygtig arbejdskultur med leveringer af høj kvalitet.

Eksperiment: Start din dag med at designe dagen og få en 1 times fokustid booket i kalenderen dagligt.



Emails & Møder

At omforme samarbejdskulturen betyder, at vi er mere produktive med vores tid.

Eksperiment: Prøv kun at tjekke din e-mail to gange om dagen og hav en mødefri dag en gang om ugen.



Pauser og kreativ tid

Vi forsøger at arbejde som atleter: vi varmer op, arbejder i intervaller og tager pauser, så vores hjerner fungerer bedre.

Eksperiment: I ledergruppen piloterede vi hurtige 10-minutters meditationer i løbet af dagen.



Læring & inspiration

Vi er nødt til at omskole mange gange for at forblive relevante i vores karriere – derfor bør arbejdet omfatte læring og at blive inspireret.

Eksperiment: Vi har regelmæssige 'Classroom' sessioner for at lære af andre.



SUSTAINABLE WORKPLACE **MANIFEST**

LIVING A SUSTAINABLE WORK-LIFE

The little book

on how to relearn healthy
work habits

KATRINE SPERLING & PETER HUGREFFE ANKERSEN, NOVO NORDISK
SUSANNE ODGAARD, FUTUREWORKS CPH

Langsom ledelse

Lederstof.dk
UDGIVET AF LEDERNE



Farvel til det overfladiske og fortravlede lederliv: Velkommen til 'langsom ledelse'

Kan du forestille dig et arbejdsliv, hvor du ikke hopper forpustet rundt fra tue til tue, men hvor der er tid og rum til fordybelse, refleksion og pauser? Og hvor du derfor giver din hjerne mulighed for at fungere optimalt? Så er 'langsom ledelse' måske løsningen, lyder det fra Katrine Sperling og Pia Hauge, der nu præsenterer en ny model for det bæredygtige arbejdsliv som leder.



15 MIN.

7 dogmer :

1. Fokuser på kvaliteten af arbejdet
2. Udret mere af det vigtige
3. Brug tid og kognitiv kapacitet med intentionel omhu
4. Skab plads til refleksion og læring undervejs
5. Vær nærværende i en ting ad gangen
6. Prioriter mental restitution
7. Tag tempoet ud af svære beslutninger

