

Most Innovative Leadership Development Company 2021

Workplace drama is a key issue within many companies – it derails and disrupts business and wastes resources while reducing profit. The pandemic has only increased its impact. Armed with a unique, fact-based method, Our Corporate Life took on the challenge of dealing with the work impact of COVID to ensure their proven solutions continued to work in this time of ambiguity. Utilising years of research and business insights, Our Corporate Life endeavours to make the workplace a productive and positive environment for all.

Founded by Amanda Mitchell, Our Corporate Life is home to a custom solution that aids in reducing the disruptive drama that negatively impacts businesses' bottom-line. Tackling issues such as interpersonal conflict, unmotivated staff, and difficult employees, Our Corporate Life is taking on a system that still views employees as a commodity.

Our Corporate Life defines disruptive drama as drama that gets in the way of effective problem-solving. Disruptive dramatists consistently overreact and/or exaggerate the importance of benign events and attempt to shift focus from business objectives to their agendas/themselves.

Knowledge workers are a competitive advantage for most companies. When they get derailed, the business suffers. This impact has been quantified in the proprietary nationwide (US) survey that Our Corporate Life fielded. It showed that managers estimated their departments would be 30% more successful without disruptive drama, largely because 75% said issues were unnecessarily escalated, 71% said it took away from business goals, and 58% said it made their department less competitive and innovative.

The worldwide pandemic created high levels of uncertainty in all aspects of life. Within the workplace, this ambiguity, combined with the challenge of working virtually, depressed productivity, increased conflict, and lessened many staffers commitment to their employers. To address these new realities, Our Corporate Life, created tailored workshops to help staffers

understand why this experience is having such a major impact on their working lives and what to do about it. Most did not account for the fact that they were concurrently experiencing a combination of civil, social, and political strife (which varied by geography) along with the pandemic upending most, if not all, of their assumptions about safety, security, and their place in the world.

These workshops provided practical guidance on how to raise and resolve differences productively, manage their stress, protect their energy and were mandatory prior to any training that Our Corporate Life conducted. This ensured that there was no drop in the success clients had come to expect when engaging Our Corporate Life.

Throughout the upcoming year, Our Corporate Life will be reintroducing its Executive Round Tables – events which bring competitors together to problem-solve key issues they're all facing. While it may seem counterintuitive, the company has found that executives are not concerned with collaborating with competitors on major issues their industries experience and, in fact, welcome the opportunity to expand their network.

Transparent partnership is critical to developing practical solutions. Our Corporate Life works with the client to gain an understanding of all the dynamics at play as well as the overall goal. It is imperative that the partnership between Our Corporate Life and the client is a good fit, not only through having a good personal connection but also a clear, shared, definition of how the partnership will work. If these elements are not in place, it's not uncommon for Our Corporate Life to refer the prospect to another company that might be a better fit.

The importance of shared expectations as a critical determiner of success is a key takeaway from Mitchell's 20-year corporate advertising career, in which she worked with Fortune 500 companies and as an executive coach to senior-level corporate executives. Be it strategy sessions, workshops, or consulting – each element of Our Corporate Life's technique is infused with her expert knowledge and business insights.

As the majority of issues arise from miscommunication or a lack of communication, the company focuses on working with communications professionals, however, it believes that such skills are vital for everyone. Targeting those that control messaging ensures that techniques addressing disruptive drama and the benefits of doing so are spread and integrated quickly.



Our Corporate Life
Common sense not common practice

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