



L|C
LELADIJO
CONSULTING

From Stress to Sustainable Performance

Practical wellbeing strategies for association event teams

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YOUR HOST

A little more about me

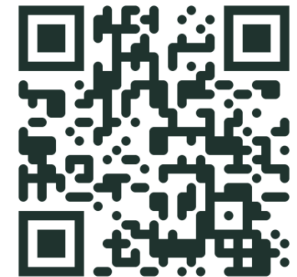


Johanna Roodt

Association Event expert

Event Mental Wellbeing Consultant & Trainer

Helping people and teams perform sustainably under pressure.



Connect with me
on LinkedIn

Events that feel as good as they look

A CPD-certified, two-day course for event professionals.

Learn how to:



Protect your own and your team's wellbeing



Support attendees in real time without extra cost or time



Build events that people leave energized, not exhausted



Explore the
e-learning

AGENDA

What we will cover today

1

Notice pressure earlier

Recognise stress and burnout before they take hold.

2

Understand where pressure comes from

See the real sources across the event portfolio.

3

Reduce avoidable friction

Design work and events that protect capacity.

4

Build recovery into the system

Make recovery planned, not accidental.

5

Lead differently under pressure

Practical moves for work, leadership and personal life.

A MOMENT TO PAUSE

Let's check in
before we start.

A QUESTION FOR YOU

How often do you
take the time to
do this?

REFLECT FOR A MOMENT

What are your best
simple tricks to
feel calm?

THE STAKES

Why this matters to AMC leaders

AMC event teams carry a great deal at once. When teams are depleted, the risk shows up where it is hardest to recover.



Client trust



Board expectations



Participant experience



Reputation



Revenue



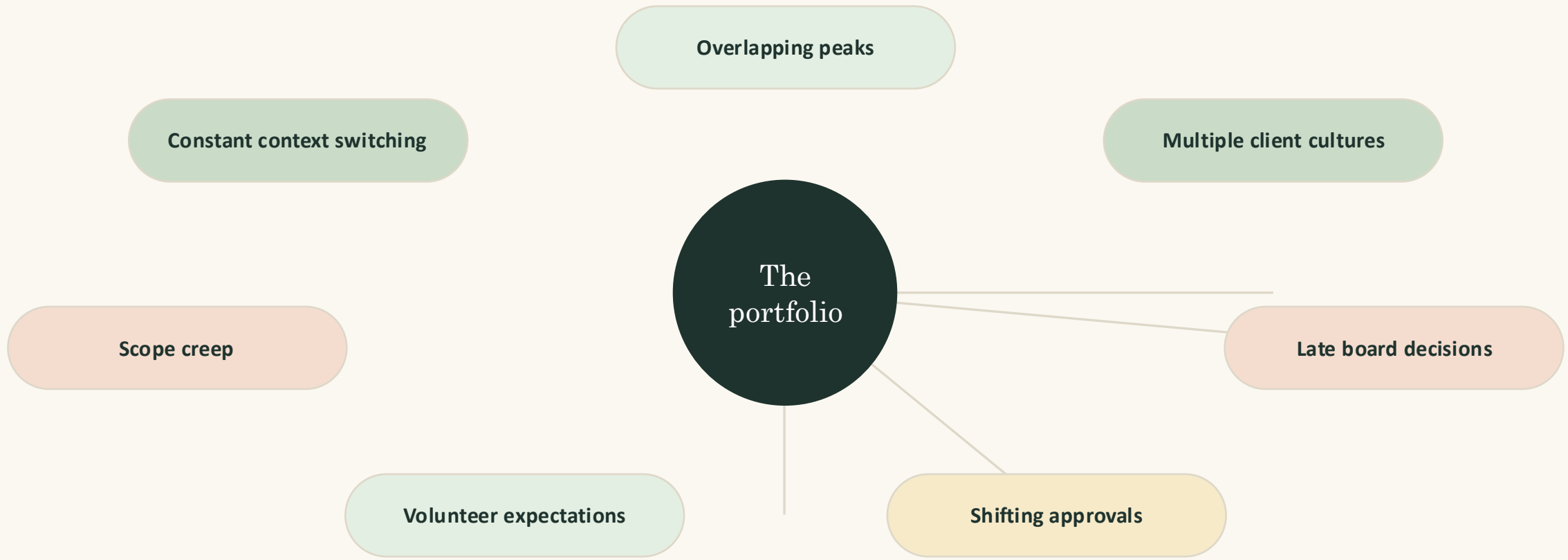
Continuity

When teams are depleted, the risk shows up in **quality, judgement, retention and client confidence.**

WHERE THE LOAD COMES FROM

The AMC portfolio reality

Pressure rarely comes from one event. It comes from everything overlapping at once.



THE CORE IDEA

Great events should not come at the expense of the people delivering them.

Wellbeing is not separate from event quality.
It is part of sustainable performance.

DEFINITIONS

What we mean by wellbeing



Not this

- Yoga rooms
- One-off perks
- Decorative wellbeing spaces
- Individual coping only



More like this

- Clear communication
- Realistic pacing
- Workload visibility
- Psychological safety
- Recovery
- Escalation rules
- Better event design

KNOW THE DIFFERENCE

Stress vs burnout



Stress

Feels like “too much”

Too many demands, too little time, but still some energy to push through.



Burnout

Feels like “not enough”

Energy, motivation and connection are depleted. Rest may not restore it.

Note: this is not clinical advice.

When work starts following you home

Prolonged stress rarely stays at work. Noticing these signs early helps prevent burnout.



Finding it difficult to switch off



Feeling guilty when resting



Constantly thinking about work



Weekends used only to recover, not to enjoy



Decision fatigue at home



Feeling emotionally “flat” outside work



Reduced patience with family or friends

Reflection, not diagnosis.

FOR QUIET REFLECTION

A private self-check

Read these to yourself. This is reflection, not diagnosis, nothing to share.



Tired even after sleep



Small tasks feel heavy



Withdrawing or snapping



Time off does not restore energy



Detached from work you used to enjoy

PATTERNS OVER INCIDENTS

Burnout rarely arrives overnight

It creeps in through patterns. Any one sign is normal; the pattern is the signal.



Fatigue



Irritability



Loss of enthusiasm



Withdrawal



Missed deadlines



Flat meetings



Minor conflicts



Turnover signals

Patterns matter more than isolated signs.

SOURCES, NOT SYMPTOMS

Where pressure really comes from

Most of these are design choices, not facts of life. That makes them changeable.



Compressed timelines



Always-on communication



Unclear expectations



Uneven workloads



No recovery between events



Power dynamics



Late changes

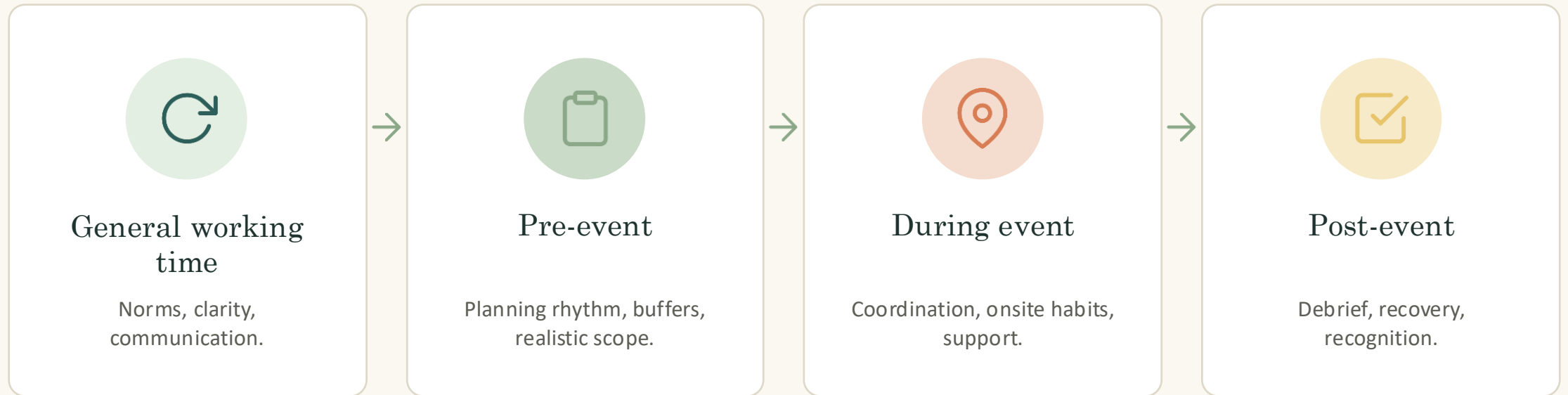


Unclear urgency

WHAT LEADERS ACCIDENTALLY NORMALISE

- ⊗ Midnight replies
- ⊗ Treating every request as urgent
- ⊗ Praising heroic overwork
- ⊗ Adding scope without removing anything
- ⊗ Skipping recovery because the event “went well”
- ⊗ Rewarding crisis-saving more than sustainable planning

The event work cycle



Recovery must be planned *before* the event starts.

The 4 Cs of Event Mental Wellbeing



Clarity

People know where to go, what to do and what happens next.



Calm

The environment reduces unnecessary pressure.



Choice

People have appropriate options.



Capacity

Energy, attention and recovery are protected.

Apply the 4 Cs to teams



Clarity

Roles, decision rights, escalation routes.



Calm

Fewer false urgencies, better pacing.



Choice

Flexibility where possible.



Capacity

Buffers, workload visibility and recovery time.

FOR THE PEOPLE ATTENDING

Apply the 4 Cs to participants



Clarity

Pre-event information, wayfinding, agendas.



Calm

Better transitions, lower-stimulation options.



Choice

Optional formats and ways to engage.



Capacity

Breaks, food, hydration, recovery after dense content.

PRACTICAL LEVERS

Eight operating practices that reduce burnout risk



Workload visibility



Urgency rules



Escalation paths



Recovery planning



Capacity check-ins



Recognition



Peer support



Leadership modelling

PROTECTING DECISION QUALITY

Micro-recovery is not wasted time



At work



Short breaks



Walking resets



Screen pauses



Proper food and hydration



A quiet moment before difficult conversations



Recovery after peak delivery



Outside work



Create a deliberate transition between work and home



Identify the recovery you need: rest, movement, connection, solitude, nature, sleep



Reduce unnecessary evening decision-making



Protect one activity each week that genuinely restores energy



Avoid filling every free moment with another task



Recovery is maintenance, not a reward

What to measure without overclaiming

Do not claim to measure mental health. Track friction and capacity instead.



Repeated urgent requests



Overtime peaks



Post-event recovery gaps



Sick leave patterns



Turnover signals



Debrief themes



Repeated scope creep



Team energy checks

IF YOU CHANGE NOTHING ELSE

Three leader moves to start now

1



Define what counts as urgent.

2



Add capacity check-ins to event timelines.

3



Plan post-event recovery before the event starts.

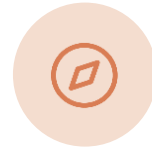
Three small personal habits

1



Pause for one minute
before moving from
work into your
personal evening.

2



Ask yourself what kind
of recovery you
actually need today.

3



Protect one genuine
recovery activity in
your calendar every
week.

CLOSING THOUGHT

Sustainable event delivery is not achieved by asking depleted people to become more resilient.

It is achieved by designing healthier ways of working, healthier leadership habits, and healthier recovery habits, both at work and in our personal lives.



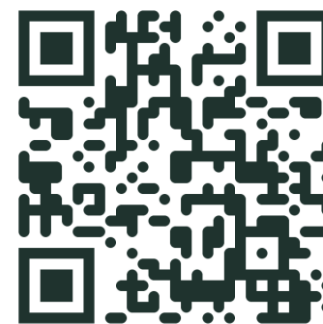
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Thank you

Let's keep the conversation going.

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