

Learning from Burnout: Developing Sustainable Leaders and Avoiding Career Derailment

By Tim Casserley & David Megginson



Burnout is a taboo subject. Admitting you are burning out in your job is tantamount to career suicide for some employees; for their organizations it is like raising a white flag in the war for talent. But suppose that preventing burnout is the worst thing you can do. Suppose for some people, particularly high fliers, it represents a call to deep and urgent learning about themselves and how they relate to the world. Suppose that we need instead to learn to manage burnout and harness the powerful learning potential of the experience, and in so doing build careers aligned with individual meaning and purpose, sustainable in the long term. What would organizations and their people need to do to achieve this?

Our book, *Learning from Burnout: Developing sustainable leaders and avoiding career derailment*, is available for pre-order from Amazon and will be published in September. The book outlines the findings from robust, empirical research with a hundred high flyers from multi-nationals from over 20 different countries. This is combined with case studies and in-depth psychological analysis of individual experience. Its purpose is to provide high flyers – and those supporting them, such as bosses, coaches and HR professionals – with the resources to learn from burnout and avoid it derailing their careers.



The companion website goes live at the beginning of June 2008:

www.learningfromburnout.com



Learning from Burnout:

- explains burnout, the 21st century business equivalent of the 'black death', and how it can derail your career
- highlights the financial, reputational and personal costs to organisations and people
- details how burnout can deliver a killer punch to the development of tomorrow's leaders and risk the retention, growth and productivity of high fliers
- explores why some of us develop a strong sense of personal identity at work, while others find it more difficult
- presents a coaching process to manage burnout and harness its transformational learning potential
- provides a framework for individuals to build careers aligned with individual meaning and purpose.



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