

### THE PROBLEM

Most organisations have tried. The wellbeing programmes, the mental health support, the flexible working policies. Good intentions, real investment.

And yet. Absence is still climbing. Good people are still leaving. Teams are still running on empty. And nobody can quite put their finger on why.

That's not a failure of effort. That's a visibility gap.

Pressure shows up in people, so it gets treated as a people problem. But most of the cost sits in the system. And most organisations have never been shown how to read it. **The pressure was always there. It was just invisible.**

If you have ever said 'we didn't see that resignation coming' or 'why is this team always stretched?', this framework answers that question.

### WHAT IS PRESSURE LITERACY™?

Pressure Literacy™ is a governance-level pressure audit. Think financial audit but for systemic pressure. It maps where pressure enters your organisation, where it concentrates, and where it is leaking as absence, turnover, or performance risk.

This is not a wellbeing programme. It is not a restructure. It is not a criticism of what you are already doing.

It is an organisational intelligence tool that makes the invisible visible, so leadership can make informed decisions within existing constraints.

**"You cannot lead what you cannot see."**

### WHAT YOU ACTUALLY GAIN

**Organisations that undertake a Pressure Literacy™ audit come away with:**

- **Clear identification of high-risk pressure hotspots**  
Know which teams or roles are closest to breaking point before they break.
- **Early visibility of who is at risk of burnout or exit**  
Stop being surprised by resignations you didn't see coming.
- **A shared leadership language**  
A way to discuss pressure across the organisation without blame and without defensiveness.
- **Prioritised action within your existing budget**  
Not more initiatives. Better targeting of what you're already spending.
- **A measurable Pressure Literacy Score**  
A baseline to track, report on, and improve over time.

### HOW THE WORK TYPICALLY BEGINS

#### EXECUTIVE CONVERSATION

A structured discussion to understand your context, current pressures, and where you believe the gaps in visibility are.

#### PRESSURE LITERACY™ AUDIT

A targeted assessment using two proprietary indexes, proportionate to organisational size and scope, to produce a clear Pressure Literacy Score and system map.

#### EXECUTIVE INTENSIVE

A facilitated leadership session to interpret findings and identify structural actions within your existing constraints.

*From there, organisations choose their own path, whether that's implementing changes internally, deeper advisory support, or building longer-term Pressure Literacy™ capability within their own teams. But everything starts with visibility.*

### ABOUT NIKKI

Nikki Collinson-Phenix has spent 30 years working with people, systems, and organisations under pressure, from the inside and the outside. Corporate leadership, clinical practice, international work.

She has worked inside senior leadership teams and alongside individuals affected by systemic pressure at every level of an organisation.

She now works with senior leaders and executive teams across all sectors who are ready to stop reacting to the symptoms and start reading the system.

Everything starts with a conversation, not a commitment.  
An exploratory discussion to understand your context and what you're already dealing with.

The question isn't whether you can afford this. It's whether you can afford to keep not knowing.  
In many organisations, the cost of replacing just one experienced employee exceeds the cost of the audit.  
Pressure Literacy™ does not create new cost. It identifies where existing cost is being generated.