



LEAD NETWORK
NEXTGEN
CHAPTER



Photo by Elvin Boer

How to manage stress

Daniel Biato

At the end of 2021, the LEAD Network NextGen team ran a #Resilience Learning Journey where we explored ways to protect our wellbeing and improve our ability to bounce back. As part of this journey, we asked one of our NextGens, **Daniel Biato**, HR Future Leader at **Unilever**.

Daniel enjoys yoga, video-games, and saving the world during work time.

Tell me a bit about yourself: what you do at work and who you are as a person.

At work, I am mostly involved in topics like sustainable employability, lifelong learning, equity, diversity & inclusion. My current position as a trainee allows me to have flexible and wide-range goals. Besides changing positions every year, I am encouraged to help on projects outside my department that talk to my purpose and need extra capacity to move forward.

Speaking of purpose, mine is to change the world around me. My favorite quote is, "It is nobler to give yourself completely to one individual than to labor diligently for the salvation of the masses." (Dag Hammarskjöld). I genuinely believe in the power that lies within all of us. Changing the world means being the change you want to see and influencing others to do the same. I believe that providing people with the right resources to be free, autonomous, and interdependent allows them to be better problem-solvers in their communities, companies, families, and personal lives. I help people achieve that level of power.



Why does NextGen resonate with you?

NextGen speaks with me because it puts me in contact with like-minded people that have similar purposes as me but also with people that challenge my thinking and way of working. Both cases taught me and made me better at what I do and who I am.

What's causing most of your stress at work?

Right now, I am having huge difficulties in my current rotation at the Ben & Jerry's factory in Hellendoorn, Netherlands. First of all, I am the only foreign person in the factory and working in my 3rd language is not easy. The most simple communication transactions are full of noise, and I cannot perform as I would in a known environment. Bringing the culture of lifelong self-development, training as a routine, and putting purpose in the heart of what we do is very difficult. For obvious reasons, there is a disproportionate focus on short-term output productivity in a manufacturing site, and Human Resources Management is, first of all, a long-term enterprise.

How do you handle stress?

I handle stress with yoga, meditation, breathing exercises, video games, and vintage clothes. Making time to recharge and connect with my core is super important.

What else do you do post-work to bounce back?

I talk about it with my partner, parents, and therapist. It helps to listen to me talking about my work and see patterns in my narrative. Listening to their reactions is also super insightful. Sometimes we focus on the wrong piece of information and lose the overall picture.

What about Managers and Leaders: how can they help us?

First of all, listening to what we are saying. There must be a balance between the top line needs and what the bottom line is experiencing—a balance between learning with discomfort and harnessing strength. The business will only thrive if the people working for the business are thriving. Seeing the connection between business results and the well-being of your team is essential to keep your people motivated and the company alive.

What about line managers? What can they do to support NextGens?

I am joining the events and reading the materials organised by NextGen. It is a fantastic way to connect to what younger generations are talking about and help drive agendas with senior leaders.

What is THE one piece of advice you'd give to NextGens when they are feeling stressed

Close your eyes, get out of your head, and listen to your body. Where is the stress? What are you physically feeling? Can I challenge myself to breathe in and out until this feeling is gone?

Check out our [webinars](#) or tune in to the [podcast](#) for insights from our authentic guests and speakers on becoming more #Resilient.

Join the LEAD Network NextGen Chapter

We are a dynamic new Chapter, representing the industry leaders of tomorrow. We want to empower NextGens to grow their careers, and to connect and share experiences along the way, for example through our #LearningJourneys events. We'd love you to be a part of it. Join our [community](#) to stay tuned!

About LEAD Network

LEAD Network Europe is a non-profit and volunteer-led organisation whose mission is to attract, retain, and advance women in the consumer products and retail sector in Europe through education, leadership, and business development. The LEAD Network is run by and for its members, women and men, and we value every individual for their unique perspective. With a primary focus on promoting gender equality the organisation strives for the advancement of women of every race, ethnicity, gender identity or expression, sexual orientation, age, educational background, national origin, religion, physical ability and lifestyle. Its vision is of a fair, diverse and vibrant industry where everyone can thrive. A diverse workforce where both men and women are enabled to contribute their full potential and lead their organisations to the next level of value creation. LEAD Network accounts for 14,000+ members – both women and men – from 81 countries.

For more information, please visit www.lead-eu.net