

Training for Managers: promoting wellbeing and performance at work

Good practice shows that managers are key players in reducing stress at work. This is a highly practical and focussed workshop with a wide range of interactive activities. It equips managers with the latest information, skills and awareness they need in order to be able to promote wellbeing and performance within their teams.

Sample training programme: one day or equivalent

Suitable for: anyone with management responsibility, HR managers, Occupational Health and Health and Safety staff.

Aims:

- to demonstrate the importance of stress management for the organisation
- to explain what stress is and the effect it may have on an individual
- to train managers in the HSE Management Standards approach to managing stress
- to help participants to identify where their own stressors come from within work and elsewhere
- to equip managers with new skills and awareness, both to manage their own stress and also to enable them to monitor and promote wellbeing within their teams

Outcomes:

At the end of the course participants will:

- be fully aware of how stress has negative effects in terms of employee and organisational performance.
- understand their legal and non-statutory responsibilities with regard to stress at work
- understand how the HSE Management Standards operate
- know what stress is and how it affects physical, emotional and psychological health.
- be able to identify their own stressors
- be able to draw up personal action plans to respond to their own stressors
- have the skills and confidence to offer appropriate support to team members who are experiencing undue stress
- be able to negotiate and record action plans for individual employees to help improve wellbeing and performance.
- have a better understanding of the wide range of coping strategies that can help an individual to become more resilient to stress
- feel empowered to personally contribute to the creation of a positive wellbeing ethos within the organisation in which they work