

Creating a culture of care

Giving your managers the tools and confidence to beat stress and drive engagement in their teams

Designed for: people managers

Online or face to face delivery

Participants 8-30

4 hours in low risk industry and 6 hours in hazardous industry

The latest stats (2022) show that sickness absence driven by stress and anxiety is at its highest level yet. Our workforces are struggling with the demands of their work as well as those of managing their home lives. Stress, uncertainty and worry are being driven by the aftermath of Covid and a global financial crisis.

Of all the things we can do to tackle wellbeing in organisations “Interesting work, relationships and flexibility” are the top drivers of employee wellbeing. The top risk factors for stress in organisations are overwhelming job demands and poor management.

This makes the role of line managers in your organisation pivotal.

Yet often managers have been promoted for their technical skill set rather than their people skills.

And, we often bury our head in the sand, knowing that we “should” have specific conversations with people struggling, but avoid them, hoping the problem will go away....



If you want to drive engagement, beat stress and create safe environments where critical conversations can be had - invest in your managers, providing them with tools and confidence to truly lead for wellbeing as well as for performance.

Prevention is better than cure – this course enables participants to

- Build understanding of mental health and stress
- Build the business case for wellbeing in their team– why does it matter?
- How we connect at work and why it matters
- What is psychological safety and how do we build it?
- Building proactive approaches to wellbeing in your team such as wellness action plans and team stress risk assessments
- Checking in – especially before hazardous tasks
- (Note options for fatigue management in high risk industry and/or menopause)
- Learn to hold conversations with someone struggling without fear of making it worse, being intrusive, getting it “wrong” or landing up in a tribunal - using our simple ABCD mnemonic
- Learn about boundary setting and signposting with your organisation
- Learn the importance of role modelling and managing your own resilience

Logistics and other options

For high and low risk industries, this course is optimally delivered face to face for up to 30 participants, but it can also be delivered online for up to 20.

This course can be delivered over between 4 and 6 hours dependent on scope. It is ALWAYS tailored to you.

For high risk industries we can include such things as fatigue management and there is the optional inclusion of Forum theatre. Forum Theatre uses actors to enable the audience to powerfully see for themselves the difference between a situation handled badly and a situation handled well.

When held online camera and mic required

There is an optional exam-based qualification through Highfield.

WELLBEING CONVERSATIONS FOR MANAGERS



A Awareness, Assess, Ask
Be aware, assess and ask

C Create
Co-create a plan

B Be present
Listen and support

D Duties
Consider your duties



HEALTHYWORK
COMPANY

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Heather Beach, founder of the Healthy Work Company, has written this latest version of the course based on having trained thousands of managers from around the world. She has worked with organisations such as ITV, The Telegraph, Eurostar, Mace Harper Collins, Abel and Cole, Kuehne and Nagel.

“one of the best courses I have ever attended” – participant Harper Collins;

“engaging and positive” – participant, Mace

“A great mix of tools and knowledge” – participant Abel and Cole

References: Britain’s Healthiest Work Places survey 2022;

<https://www.vitality.co.uk/business/healthiest-workplace/findings/>

What works Wellbeing centre for Research