Safeguarding psychosocial well-being at work: your role as manager

GOALS

Psychosocial well-being is a crucial pillar for creating a healthy, productive, and sustainable organizational culture. Leaders play a key role in this by detecting signs of stress, burnout, or psychosocial issues. This E-learning supports leaders in their responsibility to promote psychosocial well-being, focusing on prevention, open communication, and effective follow-up. By proactively fostering a healthy work environment, we not only strengthen employee well-being but also enhance the resilience and success of the organization as a whole.

This training aims to:

- provide insight into the concept of psychosocial well-being according to the Welfare Act of August 4, 1996;
- clarify the importance of a proactive and healthy work environment, with an emphasis on prevention and early detection;
- support leaders in recognizing signs among employees, initiating open dialogue, and choosing the right role (leader, manager, coach);
- provide practical guidance for maintaining the dialogue during absence, creating a recovery plan, and guiding the return to work;
- raise awareness about the possible consequences of prolonged absence and the sanctions outlined in the Welfare Act.

SUMMARY

Category:

- Personal development

Difficultylevel:

Basic

Certification type:

E-learning

Price:

- Member: € 95.00
- Non member: € 115.00
- Partner BZB: € 95.00
- Incompany: custom tailored, prices on demand

INTENDED AUDIENCE

This training course can be followed by:

- leaders, team coaches, and HR professionals who actively contribute to promoting psychosocial well-being in the workplace;
- anyone wanting to gain basic knowledge about psychosocial well-being at work.

FOREKNOWLEDGE

Personal development training: this training requires no prior knowledge.

CONTENT

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- Introduction
- Stress and burn-out
- Transgressive behaviour
  - Definition and framing
  - Impact on employees and the importance of prevention
- Prevention
  - The importance of a proactive and healthy work environment
  - The 5A-model: identify psychosocial risks in a structured way
  - Job Demands-Resources model: impact of work pressure and available resources
- Signals
  - How to recognise signals?
  - Active communication and open dialogue are essential; listen without judgment and avoid making assumptions
  - Understanding your own reference framework and discuss workload, work-life balance, and recognition
  - Following up on feedback to avoid blind spots in leadership and foster a healthy work environment
- Absence and return after prolonged absence
  - Handling prolonged absence due to burnout
  - Keeping the dialogue open: privacy, trust, support
  - Collaborating on a recovery plan and sustainable return to work
  - Leader's role
- Possible Consequences

PRACTICAL INFORMATION

- **Duration:** 1 hour
- **Training material:** interactive module
- **Language:** This training will be given in English

METHODOLOGY

An **'E-learning'** is 100% self-study. You log in individually on the MyFA learning platform and process, at your own pace, learning content that is provided to you via an interactive presentation. You can follow this online training wherever, whenever and as often as you want. The teaching material consists of a digital format with text, video, images, animations, test questions and/or references to relevant documents and/or websites.