



## Wellbeing in the Workplace

### Course Overview:

Workplace wellbeing is no longer a “nice-to-have”—it is a strategic imperative for successful, sustainable organisations. Research shows that organisations prioritising employee wellbeing experience higher productivity, lower absenteeism, and stronger employee engagement. This course focuses on equipping managers and teams with the knowledge and practical tools needed to build a culture of well-being, focusing on mental, emotional, and physical health.

The **Deloitte 2020 Global Human Capital Trends** report highlights that 80% of organisations rate employee wellbeing as a critical priority, yet many struggle to implement effective wellbeing strategies. This course is designed to bridge that gap, providing evidence-based approaches and actionable insights that can be immediately applied to support your workforce and drive organisational success.

### What You Will Learn:

- **Promoting Comprehensive Wellbeing:** Explore the dimensions of workplace wellbeing—mental, emotional, physical—and learn how to create holistic wellbeing initiatives that positively impact the entire organisation.
- **Stress Management and Burnout Prevention:** Uncover practical techniques for identifying the early signs of stress and burnout in teams, and implement strategies to reduce these risks.
- **Resilience Building:** Learn how to foster a resilient workforce by developing coping mechanisms and building mental toughness to handle workplace challenges.
- **Impact of Wellbeing on Productivity:** Dive into research and case studies, including Deloitte's findings that show companies with wellbeing programmes are **2.5 times more likely to be considered top-performing**. Understand how improving workplace wellbeing drives measurable business outcomes.
- **Creating a Positive Workplace Culture:** Discover how inclusive, supportive workplace environments lead to higher employee satisfaction and lower turnover rates. Learn the tangible steps to transform your company culture.
- **Data-Driven Wellbeing Solutions:** Access and implement data-driven frameworks and tools for continuous assessment and improvement of wellbeing programmes.

### Learning Outcomes:

- **Enhanced Employee Engagement:** Develop a deeper understanding of how employee wellbeing affects engagement, productivity, and retention.
- **Actionable Wellbeing Strategies:** Gain practical skills for implementing strategies that improve the mental and physical health of employees.
- **Resilience and Stress Management Techniques:** Learn how to reduce stress in high-pressure environments and foster resilience within teams.
- **Measurable Business Benefits:** Understand the link between workplace wellbeing and business performance, supporting stronger ROI from wellbeing initiatives.
- **Evidence-Based Solutions:** Leverage data and industry insights, including from Deloitte, to build a compelling case for investing in wellbeing initiatives.

### Who Should Attend?

This course is perfect for:

- **HR Professionals:** Responsible for designing and implementing employee wellbeing strategies.
- **Managers and Team Leaders:** Looking to foster a positive, resilient workplace culture and reduce burnout in their teams.
- **C-Suite Executives:** Interested in understanding the ROI and business benefits of prioritising employee wellbeing.
- **Employees:** Seeking to improve personal wellbeing and contribute to a healthier workplace environment.

### Course Benefits:

- **Increased Productivity and Reduced Absenteeism:** Learn how to build a healthy workforce that delivers results and sustains long-term productivity.
- **Higher Employee Retention and Satisfaction:** Companies with strong wellbeing programmes see **up to 48% less turnover**, according to studies by Deloitte.
- **Competitive Advantage:** Organisations that prioritise employee wellbeing are seen as more attractive to top talent, giving them a competitive edge in today's job market.