



Module 8 - Employee Well-being as a Key Business Strategy



Reasons to Attend

Well-being at work is a key factor in the determination of an organization's long-term effectiveness. Enterprises and organizations are increasingly recognizing the need of putting well-being high on the priority list and taking it more seriously than ever. The more progressive organizations are doing so because they appreciate that their most valuable resources are their employees and knowing how stress at work is related to increased absenteeism, sickness, and turnover, its impacts are countless.

Course Methodology

The course is designed for HR members and other decision-makers within your company. It is divided into independent modules and is adjusted to the number of attendees. In a group course, attendees gain all strategies for implementing well-being in the company culture through role-plays, group activities, and cases that are included for each module to strengthen participants' ability to transfer the knowledge into the work environment. Awareness building, skill-building, and reflection times are carefully designed to ensure the right impact.

Content

1. Recognize the causes of stress for your employees

It is important for employers to recognize work-related stress as a significant health and safety issue. A company can and should take steps to ensure that employees are not subjected to unnecessary stress. Some of the many causes of work-related stress include long hours, heavy workload, job insecurity, and conflicts with co-workers or bosses.

2. Encourage resilience-building techniques for your employees

The culture of a company and its true commitment to well-being from senior staff and leaders is crucial for implementing resilience as a part of your company culture. It is therefore important to recognize the needs of employees whether they are working remotely or are coming back to



work in a changed setup, with new policies and strategies to implement, that impact their job responsibilities, all factors that contribute to increased stress.

Think of the well-being strategies to improve and that include these areas: Healthy eating: good nutrition is an effective way to improve both physical and mental health. Fitness initiatives: gym membership, encouraging staff to walk or cycle to work in exchange for perks, and organized fitness classes. Health checks: providing mental and physical health checks for your staff or allowing them time to attend these checks during work hours.

3. Communicate, celebrate and appreciate

Communication is widely acknowledged as one of the most crucial aspects of engagement, which is why developing strong lines of dialogue with the workforce is vital for any goal achievement. Monitoring and measuring progress, communicating and celebrating achievements is communication at its best. This approach reinforces all the points mentioned above – it reminds people why the hard work matters, the power of their collective efforts, and the contribution they are making to the organization.

4. Embrace continuous learning and development

Having adequate people on the leading positions decreases stress at your employees and thus improves the quality of interpersonal relationships within the company. We would rather deal with improving our products and thinking of ways to thrive in today's market than to spend energy on solving internal conflicts that are typically time and money exhausting.

5. Encourage teamwork and collaboration

Effective teamwork is what makes successful and healthy organizations. Much of the modern business thinking is centered on understanding what makes effective teams. There are a few common characteristics successful and productive teams have. Effective teamwork is normally built on same characteristics and it promotes an atmosphere that fosters loyalty and friendship and each team member plays a significant role in it. The five functions are: trust, conflict management, commitment, accountability and focusing on results. To have a functioning team, one thing is a must and that is trust. Trust is the foundation of a good team.



Course Objectives

By the end of the course, participants will be able to:

- Determine benefits of practicing well-being at work ✓
- Enhance social skills ✓
- Increase teamwork and productivity ✓
- Communicate more successfully ✓
- Create a successful and respectful work environment ✓
- Increase organizational productivity and employee engagement ✓

Target Audience

Employees in any functions within their organizations, HR team members and HR leaders who want to build a positive work culture in their organizations; 1st and 2nd level managers and other stakeholders.

Certificates: By the end of every course, attendees will be awarded a certificate for successful attendance or accomplishment, provided by Kitanovski consulting.

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