

# Workplace Health & Wellbeing

Professional Training Course

Skillslab Training Provider

Skills for Tomorrow's World 



## Course Description

### Introduction

Workplace Health & Wellbeing is a premium professional training program designed for government entities, ministries, public sector organizations, large corporations, and executive professionals seeking to build healthier, safer, more productive, and more resilient workplaces. In today's demanding work environment, employee health and wellbeing are no longer limited to traditional occupational health practices; they have become strategic priorities linked to performance, engagement, retention, risk reduction, organizational culture, and long-term institutional sustainability. This course provides a practical and executive-focused learning experience covering workplace wellbeing strategy, occupational health, mental wellbeing, stress management, psychosocial risk, employee engagement, healthy workplace culture, leadership accountability, and organizational resilience. The executive-level value of this program lies in helping organizations move from fragmented wellbeing initiatives to an integrated workplace health and wellbeing framework that improves workforce performance, reduces absenteeism, strengthens morale, supports compliance, and enhances the employer brand.

### Course Objectives

- Develop a strong understanding of workplace health, employee wellbeing, occupational health, and organizational resilience.
- Recognize the strategic link between wellbeing, productivity, employee engagement, safety performance, and institutional success.
- Identify workplace health risks, psychosocial hazards, stress factors, fatigue risks, and organizational culture challenges.
- Build practical capabilities for designing effective workplace wellbeing programs and health promotion initiatives.
- Strengthen leadership responsibility for creating a healthy, supportive, inclusive, and psychologically safe work environment.

- Develop a practical wellbeing action plan aligned with organizational priorities and measurable business value.

## **Course Content**

### **Day 1: Foundations of Workplace Health and Wellbeing**

- Understanding workplace health and wellbeing as a strategic organizational priority.
- Key concepts: occupational health, employee wellbeing, mental wellbeing, psychosocial risk, work-life balance, resilience, and healthy workplace culture.
- The impact of wellbeing on productivity, absenteeism, retention, morale, safety, and organizational performance.
- The role of leadership in shaping workplace health and employee experience.
- Understanding the relationship between physical health, mental health, emotional wellbeing, and workplace behavior.
- Common workplace wellbeing challenges in government, public sector, corporate, and operational environments.
- Building the business case for workplace wellbeing programs.
- Key principles for creating a sustainable wellbeing strategy.

### **Day 2: Workplace Health Risks, Stress, and Psychosocial Hazards**

- Identifying workplace health risks and organizational factors affecting employee wellbeing.
- Understanding workplace stress, burnout, fatigue, workload pressure, role conflict, and poor work design.
- Recognizing psychosocial hazards and their impact on performance, safety, engagement, and decision-making.
- Assessing wellbeing risks across teams, departments, work locations, and operational functions.
- Managing fatigue, long working hours, shift work, remote work challenges, and high-pressure roles.
- Addressing workplace bullying, harassment, isolation, poor communication, and lack of support.
- Developing early intervention approaches and employee support mechanisms.
- Practical workshop: mapping workplace wellbeing risks and priority areas for improvement.

### **Day 3: Designing Workplace Wellbeing Programs and Healthy Work Environments**

- Developing a structured workplace wellbeing strategy aligned with organizational goals.

- Promoting positive leadership behavior, respectful communication, and employee participation.
- Integrating wellbeing into performance management, talent development, safety programs, and organizational culture.
- Communicating wellbeing initiatives effectively to increase engagement and participation.
- Group activity: designing a workplace wellbeing program for a corporate or public sector environment.

#### **Day 4: Leadership, Engagement, and Wellbeing Culture**

- The role of executives, managers, supervisors, and team leaders in supporting wellbeing.
- Building leadership accountability for employee health, engagement, and workplace climate.
- Developing manager capabilities to identify early signs of stress, burnout, disengagement, and conflict.
- Strengthening employee engagement through trust, recognition, autonomy, fairness, and meaningful work.
- Creating a culture of prevention, openness, support, and shared responsibility.
- Managing change, uncertainty, and organizational pressure in a healthy and constructive way.
- Wellbeing communication, awareness campaigns, internal engagement, and employee feedback.
- Scenario-based exercise: responding to workplace stress and wellbeing concerns.

#### **Day 5: Wellbeing Measurement, Implementation, and Continuous Improvement**

- Measuring workplace wellbeing performance through practical indicators and employee feedback.
- Monitoring absenteeism, turnover, engagement, stress levels, safety data, productivity, and wellbeing participation.
- Evaluating the effectiveness of wellbeing initiatives and improvement programs.
- Linking wellbeing with occupational health, safety, human resources, risk management, and business continuity.
- Developing governance structures for workplace wellbeing and leadership reporting.
- Creating a wellbeing implementation roadmap with responsibilities, priorities, and follow-up actions.
- Sustaining wellbeing culture through continuous improvement and organizational learning.
- Final applied activity: presenting a workplace health and wellbeing action plan.

#### **Target Audience**

- Senior executives, directors, and managers responsible for people strategy, organizational performance, safety, risk, and culture.

- Health, Safety, and Environment managers, occupational health professionals, and workplace safety specialists.
- Risk management, compliance, internal audit, and business continuity professionals.
- Department heads, operations managers, supervisors, and team leaders responsible for employee performance and work environment.
- Corporate communication, administration, and employee engagement professionals.
- Professionals responsible for workplace health, employee wellbeing, engagement, productivity, retention, and organizational resilience.

### **Course Requirements**

- Basic understanding of workplace operations, human resources, occupational health, safety, or organizational management is helpful.
- No advanced medical, psychological, or technical background is required.
- Participants are encouraged to bring examples of wellbeing challenges, employee engagement issues, absenteeism concerns, health initiatives, or workplace culture priorities from their organizations.
- The course is suitable for both experienced professionals and managers newly assigned to workplace health and wellbeing responsibilities.

### **Training Methodology**

- Executive-level presentations supported by practical workplace health and wellbeing examples.
- Interactive discussions focused on real organizational challenges in government, public sector, and corporate environments.
- Case studies on wellbeing strategy, stress management, burnout prevention, employee engagement, and healthy workplace culture.
- Practical exercises in wellbeing risk identification, program design, communication planning, and implementation.
- Group workshops for developing workplace wellbeing initiatives and action plans.
- Scenario-based learning to strengthen leadership response to employee wellbeing concerns.
- Action-oriented training focused on practical implementation, measurable impact, workforce resilience, and sustainable organizational performance.

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- Identify workplace health risks, stress factors, fatigue issues, and wellbeing challenges affecting employees and teams.
- Design practical workplace wellbeing programs aligned with organizational priorities.
- Support mental wellbeing, stress prevention, burnout reduction, and healthy work practices.
- Strengthen leadership accountability for employee wellbeing, engagement, inclusion, and psychological safety.
- Integrate wellbeing into human resources, occupational health, safety, risk management, and organizational development.
- Use wellbeing indicators and employee feedback to evaluate program effectiveness.
- Develop a practical workplace health and wellbeing roadmap that supports productivity, retention, culture, and institutional performance.

### **Instructor Profile**

The course will be delivered by an internationally certified expert with extensive practical and consulting experience. The instructor brings deep professional knowledge in workplace health and wellbeing, occupational health, employee engagement, psychosocial risk management, stress prevention, organizational culture, leadership development, workforce resilience, and performance improvement. The training approach combines executive-level insight with practical tools and real-world application, ensuring participants gain methods they can immediately implement within government entities, ministries, public sector organizations, large corporations, and complex organizational environments.

# Contact Us

For registration inquiries, upcoming dates, or group pricing, please contact us:

**Website**

[www.skillslab-training.com](http://www.skillslab-training.com)

**Email**

[info@skillslab-training.com](mailto:info@skillslab-training.com)

**WhatsApp**

+966 559 653 447

**Generated by Skillslab Training**

[info@skillslab-training.com](mailto:info@skillslab-training.com) | WhatsApp: +966 559 653 447

[www.skillslab-training.com](http://www.skillslab-training.com)