Employee Perks & Wellbeing Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s competitive corporate landscape, organizations recognize that employee wellbeing and perks are pivotal in driving engagement, retention, and productivity. A robust wellbeing program not only nurtures physical and mental health but also fosters a positive workplace culture, enhances job satisfaction, and reduces employee turnover. Companies that prioritize holistic employee experiences are better positioned to attract top talent and maintain a high-performance workforce.

Employee Perks & Wellbeing Training Course is designed to equip HR professionals, managers, and team leaders with the latest strategies, tools, and frameworks to create, implement, and optimize employee perks and wellbeing initiatives. Through interactive sessions, real-world case studies, and actionable insights, participants will learn to integrate wellbeing programs, rewards, and engagement strategies into their organizational ecosystem, thereby driving sustainable growth and employee happiness.

Programme Curriculum

Employee Perks & Wellbeing Training Course

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5 days

Course Objectives

1. Understand the fundamentals of employee perks and wellbeing strategies.
2. Explore trending corporate wellness programs and global best practices.
3. Learn to design customized perks packages for diverse workforce needs.
4. Implement mental health initiatives to reduce workplace stress.
5. Enhance employee engagement and retention through strategic rewards.
6. Integrate physical, financial, and emotional wellbeing programs.
7. Measure the ROI of employee perks and wellbeing initiatives.
8. Leverage technology-driven solutions for wellness and engagement.
9. Promote a culture of inclusion, diversity, and belonging.
10. Develop performance-linked incentive programs.
11. Analyze case studies from top organizations to replicate success.
12. Create sustainable employee recognition frameworks.
13. Build leadership skills for managing wellbeing-focused teams.

Target Audience

1. HR Managers & Directors
2. Learning & Development Specialists
3. Team Leaders & Supervisors
4. Employee Engagement Officers
5. Wellness Coordinators
6. Organizational Development Professionals
7. Talent Acquisition Managers
8. Business Leaders & Executives

Course Modules

Module 1: Introduction to Employee Perks & Wellbeing

- Definition and importance of employee wellbeing
- Types of perks: financial, non-financial, lifestyle
- Latest trends in corporate wellness
- Benefits for engagement and retention
- **Case Study:** Google’s comprehensive employee perks program

Module 2: Designing Effective Perks Programs

- Identifying employee needs and preferences
- Aligning perks with company culture
- Budgeting and cost-benefit analysis
- Balancing flexibility with equity
- **Case Study:** Salesforce’s tailored benefits approach

Module 3: Mental Health & Emotional Wellbeing

- Stress management strategies
- Employee Assistance Programs (EAPs)
- Mindfulness and resilience training
- Reducing workplace burnout
- **Case Study:** Unilever's mental health initiatives

Module 4: Physical & Lifestyle Wellness

- Fitness programs and health challenges
- Nutrition and lifestyle workshops
- Preventive health screenings
- Incentives for healthy behaviors
- **Case Study:** Microsoft's holistic wellness approach

Module 5: Employee Engagement & Recognition

- Importance of recognition in motivation
- Reward frameworks and gamification
- Peer-to-peer recognition systems
- Measuring engagement effectiveness
- **Case Study:** Zappos' culture of appreciation

Module 6: Financial Wellbeing & Benefits

- Salary structure and bonuses
- Retirement plans and insurance benefits
- Financial literacy programs
- Stock options and profit-sharing schemes
- **Case Study:** Apple's financial wellbeing offerings

Module 7: Technology & Wellness Tools

- Digital wellness platforms
- Mobile apps for tracking engagement
- Analytics to measure employee satisfaction
- AI-based personalized perks solutions
- **Case Study:** SAP's use of wellness technology

Module 8: Measuring ROI & Continuous Improvement

- Key metrics for perks and wellbeing programs
- Employee surveys and feedback loops
- Benchmarking against industry standards
- Strategies for program iteration
- **Case Study:** LinkedIn's data-driven perks evaluation

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com