# Psychosocial Risks in the Workplace Training Course

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Trade Unions | **Duration** | 5 Days |
| **Base Fee** | $1,500 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

Psychosocial risks in the workplace are increasingly recognized as a critical factor influencing employee wellbeing, organizational performance, and productivity. These risks include work-related stress, burnout, workplace bullying, harassment, excessive workload, poor leadership, job insecurity, and lack of work-life balance. In today's evolving corporate landscape shaped by hybrid work, digital transformation, and high-performance demands, organizations must prioritize mental health at work, employee wellbeing, occupational stress management, and psychological safety as strategic pillars for sustainable success.

This training course provides a comprehensive, practical, and evidence-based approach to identifying, assessing, and managing psychosocial hazards in the workplace. Psychosocial Risks in the Workplace Training Course equips leaders, HR professionals, and employees with modern tools for stress prevention, burnout mitigation, emotional resilience, workplace engagement, and risk control frameworks. By integrating global best practices, compliance standards, and real-world case studies, the program supports organizations in building healthier, safer, and more productive work environments.

## Programme Curriculum

**Psychosocial Risks in the Workplace Training Course**

**Introduction**

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**Course Duration**

5 days

**Course Objectives**

1. Understand psychosocial risk factors in workplace environments
2. Identify early signs of work-related stress and burnout
3. Assess workplace mental health hazards and triggers
4. Implement stress management and resilience-building strategies
5. Promote psychological safety and employee wellbeing culture
6. Reduce incidents of workplace harassment and bullying
7. Strengthen leadership responsibility in mental health governance
8. Apply risk assessment tools for psychosocial hazards
9. Improve employee engagement and job satisfaction metrics
10. Design effective work-life balance interventions
11. Enhance organizational productivity through wellbeing programs
12. Develop crisis response mechanisms for mental health issues
13. Align workplace practices with global occupational health standards (ILO/WHO frameworks)

**Target Audience**

1. HR Managers and HR Business Partners
2. Health, Safety & Environment (HSE) Officers
3. Organizational Leaders and Executives
4. Line Managers and Supervisors
5. Employee Assistance Program (EAP) Coordinators
6. Occupational Health Practitioners
7. Union Representatives and Employee Welfare Officers
8. Workplace Mental Health Advocates and Consultants

**Course Modules**

**Module 1: Introduction to Psychosocial Risks**

- Definition and scope of psychosocial hazards
- Global trends in workplace mental health
- Legal and compliance frameworks
- Impact on productivity and turnover
- Early warning indicators
- **Case Study:** A multinational company facing high turnover due to unmanaged workplace stress.

**Module 2: Work-Related Stress and Burnout**

- Causes of occupational stress

- Burnout stages and symptoms
- High-risk job categories
- Stress measurement tools
- Prevention strategies
- **Case Study:** Burnout crisis in a call center due to excessive workload targets.

**Module 3: Workplace Bullying and Harassment**

- Forms of bullying and harassment
- Power dynamics in organizations
- Reporting mechanisms
- Organizational culture influence
- Legal implications
- **Case Study:** Internal investigation of persistent supervisor bullying in a logistics firm.

**Module 4: Psychological Safety at Work**

- Concept of psychological safety
- Trust-building in teams
- Communication transparency
- Error reporting culture
- Inclusive workplace practices
- **Case Study:** Tech company improving innovation after introducing psychological safety policies.

**Module 5: Leadership and Mental Health Responsibility**

- Role of leadership in wellbeing
- Emotional intelligence in management
- Leadership stress indicators
- Supportive supervision techniques
- Ethical leadership practices
- **Case Study:** Leadership transformation reducing absenteeism in a manufacturing plant.

**Module 6: Risk Assessment and Management**

- Psychosocial risk assessment tools
- Workplace surveys and audits
- Data-driven decision making
- Hazard identification techniques
- Mitigation planning
- **Case Study:** Hospital reducing staff burnout through structured risk assessments.

**Module 7: Employee Wellbeing and Resilience**

- Building personal resilience
- Work-life integration strategies
- Wellness programs design
- Mental health first aid
- Coping mechanisms
- **Case Study:** Financial institution reducing stress-related leave through wellness initiatives.

**Module 8: Organizational Culture and Policy Development**

- Creating mental health policies
- Culture transformation strategies
- Employee engagement frameworks
- Communication and awareness campaigns
- Monitoring and evaluation systems
- **Case Study:** Corporate organization achieving culture shift through wellbeing policy rollout.

### 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 |
| **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