Training Course on Health and Well-being for Leaders: Leading a Culture of Well-being

Professional Development Training Course Outline

Category	Health	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's dynamic and often demanding work environments, the **health and well-being** of employees have emerged as critical factors influencing organizational success. Leaders play a pivotal role in shaping the **workplace culture**, and a culture that prioritizes well-being fosters a more engaged, productive, and resilient workforce. This training course, "Leading a Culture of Well-being," is designed to equip leaders with the essential knowledge, skills, and strategies to champion and embed well-being into the fabric of their organizations. By focusing on proactive measures, supportive practices, and mindful leadership, participants will learn how to cultivate an environment where employees can thrive, both personally and professionally. This course emphasizes the interconnectedness of physical, mental, and emotional health and provides actionable frameworks for leaders to make a tangible and positive impact on their teams and the wider organization.

This comprehensive program delves into the core principles of **well-being leadership**, exploring the business case for investing in employee health and the profound impact of leadership behaviors on team well-being. Participants will gain practical insights into identifying well-being needs, implementing effective strategies, and measuring the success of well-being initiatives. The course fosters a deep understanding of how to promote a psychologically safe and supportive environment, reduce stress and burnout, and enhance overall employee experience. Through interactive learning, case studies, and practical tools, leaders will be empowered to become catalysts for positive change, driving a sustainable culture of well-being that benefits individuals, teams, and the organization as a whole, leading to improved **employee engagement**, reduced absenteeism, and enhanced organizational performance.

Programme Curriculum

Training Course on Health and Well-being for Leaders: Leading a Culture of Well-being

Introduction

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Course Duration

10 days

Course Objectives

Upon Completion of Course, Participants should be able to:

1. Articulate the tangible benefits of prioritizing employee health and well-being for organizational success
2. Comprehend the key characteristics and responsibilities of leaders in fostering a culture of well-being.
3. Learn methods to identify and understand the specific well-being challenges and opportunities within their teams and organization.
4. Acquire the skills to create and implement effective well-being programs and initiatives tailored to organizational needs.
5. Understand the principles of psychological safety and learn how to build trust and open communication within teams
6. Equip themselves and their teams with strategies to effectively manage stress and mitigate the risk of burnout.
7. Develop a greater understanding of common mental health challenges in the workplace and how to provide appropriate support.
8. Learn how inclusive leadership practices contribute to overall well-being and create a sense of belonging for all employees.
9. Develop effective communication strategies to promote well-being resources and initiatives within the organization.
10. Understand how to track and evaluate the effectiveness of well-being programs and demonstrate their return on investment.
11. Cultivate empathetic leadership skills to better understand and respond to the well-being needs of team members

12. Learn strategies to encourage and support healthy lifestyle choices among employees, focusing on physical activity, nutrition, and sleep.
13. Develop techniques to foster resilience and adaptability within their teams to navigate challenges and change effectively.

Organizational Benefits

- Increased Productivity and Performance
- Reduced Absenteeism and Presenteeism.
- Improved Employee Retention.
- Enhanced Employee Engagement.
- Stronger Organizational Culture.
- Reduced Healthcare Costs.
- Improved Innovation and Creativity
- Enhanced Employer Brand.
- Better Team Cohesion.
- Increased Resilience to Change.

Target Audience

1. Senior Leaders and Executives.
2. Managers and Team Leaders
3. Human Resources Professionals.
4. Well-being Champions and Advocates.
5. Learning and Development Professionals.
6. Health and Safety Managers
7. Organizational Development Consultants.
8. Emerging Leaders

Course Outline

Module 1: The Foundation of Well-being Leadership

- Defining well-being in the organizational context: physical, mental, emotional, social, and financial aspects.
- Exploring the evolution of workplace well-being and its increasing importance.
- Understanding the legal and ethical responsibilities of leaders in employee well-being.
- Examining the link between leadership styles and employee well-being outcomes.
- Establishing a personal vision for well-being leadership within your sphere of influence.

Module 2: The Business Case for Investing in Well-being

- Analyzing the costs associated with poor employee well-being (absenteeism, presenteeism, turnover).
- Presenting data and research that demonstrates the ROI of well-being initiatives.
- Understanding how well-being impacts productivity, innovation, and customer satisfaction.
- Communicating the business case effectively to stakeholders and gaining buy-in.
- Identifying key metrics to track the impact of well-being programs on organizational performance.

Module 3: Assessing and Understanding Employee Well-being Needs

- Utilizing various assessment methods: surveys, focus groups, individual conversations.
- Identifying common workplace stressors and their impact on employee well-being.

- Understanding the importance of data privacy and confidentiality in well-being assessments.
- Analyzing assessment data to identify key trends and areas for improvement.
- Creating a feedback mechanism to share assessment results and involve employees in solutions.

Module 4: Developing a Strategic Well-being Framework

- Defining organizational well-being goals and aligning them with business objectives.
- Identifying key pillars of a comprehensive well-being strategy (e.g., mental health, physical health, work environment).
- Exploring different types of well-being interventions and their suitability for various needs.
- Developing an action plan with clear timelines, responsibilities, and resource allocation.
- Ensuring the well-being framework is flexible and adaptable to evolving employee needs.

Module 5: Promoting Psychological Safety and Trust

- Understanding the concept and importance of psychological safety in the workplace.
- Identifying leadership behaviors that foster or hinder psychological safety.
- Implementing strategies to encourage open communication, feedback, and vulnerability.
- Developing skills in addressing conflict and difficult conversations in a supportive manner.
- Creating a culture where employees feel safe to take risks and learn from mistakes.

Module 6: Leading for Mental Health and Well-being

- Increasing awareness of common mental health challenges (anxiety, depression, burnout).
- Understanding the role of leaders in recognizing signs of mental distress in team members.
- Learning how to have supportive conversations about mental health and direct individuals to resources.
- Implementing strategies to reduce stigma and promote a mentally healthy workplace culture.
- Exploring the importance of leaders prioritizing their own mental well-being.

Module 7: Managing Stress and Building Resilience in Teams

- Identifying sources of workplace stress and their impact on team performance.
- Teaching team members practical stress management techniques (mindfulness, time management).
- Developing strategies to build individual and team resilience to cope with challenges.
- Promoting a culture of support and collaboration to mitigate the effects of stress.
- Leading by example in demonstrating healthy coping mechanisms and work-life balance.

Module 8: Fostering a Culture of Inclusion and Belonging for Well-being

- Understanding how diversity, equity, and inclusion contribute to employee well-being.
- Identifying and addressing unconscious biases that may impact well-being.
- Creating an environment where all employees feel valued, respected, and heard.
- Promoting employee resource groups and inclusive initiatives.
- Leading with cultural sensitivity and adapting well-being strategies to diverse needs.

Module 9: Effective Communication for Well-being Initiatives

- Developing a clear and consistent communication plan for well-being programs.
- Utilizing various communication channels to reach all employees effectively.
- Crafting messages that are engaging, informative, and destigmatizing.
- Promoting available well-being resources and encouraging participation.
- Seeking feedback on communication effectiveness and adapting strategies accordingly.

Module 10: Promoting Physical Health and Healthy Habits

- Understanding the link between physical health and overall well-being and performance.
- Exploring strategies to encourage physical activity, healthy eating, and adequate sleep.
- Supporting employee participation in wellness programs and initiatives.
- Creating a work environment that supports healthy choices (e.g., ergonomic workstations, healthy snacks).
- Leading by example in prioritizing personal physical health and well-being.

Module 11: Supporting Work-Life Integration and Flexibility

- Understanding the challenges of work-life balance and its impact on well-being.
- Exploring flexible work arrangements and their potential benefits and challenges.
- Developing strategies to promote healthy boundaries between work and personal life.
- Encouraging employees to utilize vacation time and breaks effectively.
- Leading by example in demonstrating healthy work-life integration.

Module 12: Measuring and Evaluating Well-being Program Impact

- Identifying key metrics to track the success of well-being initiatives (e.g., engagement scores, absenteeism rates).
- Utilizing surveys, data analysis, and feedback to evaluate program effectiveness.
- Calculating the return on investment (ROI) of well-being programs.
- Communicating the impact of well-being initiatives to stakeholders.
- Using evaluation findings to continuously improve and adapt well-being strategies.

Module 13: Leading with Empathy and Emotional Intelligence for Well-being

- Understanding the importance of empathy and emotional intelligence in leadership.
- Developing skills in active listening, perspective-taking, and showing compassion.
- Recognizing and responding effectively to the emotional needs of team members.
- Building strong relationships based on trust and understanding.
- Utilizing emotional intelligence to navigate challenging situations and support team well-being.

Module 14: Sustaining a Culture of Well-being Over Time

- Embedding well-being values and practices into organizational culture and norms.
- Ensuring ongoing leadership commitment and support for well-being initiatives.
- Creating a network of well-being champions and advocates within the organization.
- Regularly reviewing and adapting well-being strategies to meet evolving needs.
- Celebrating successes and recognizing individuals and teams who champion well-being.

Module 15: Action Planning and Personal Commitment to Well-being Leadership

- Reflecting on key learnings and insights from the course.
- Identifying specific actions participants will take to enhance well-being within their teams.
- Developing a personal action plan with measurable goals and timelines.
- Identifying resources and support needed to implement their well-being leadership goals.
- Committing to ongoing learning and development in the area of well-being leadership.

Training Methodology

This training course will utilize a blended learning approach incorporating:

- **Interactive Workshops:** Facilitated sessions with discussions, case studies, and group activities to promote active learning and peer interaction.
- **Practical Tools and Frameworks:** Provision of actionable templates, checklists, and models that participants can apply in their workplace.
- **Role-Playing and Simulations:** Experiential learning exercises to practice communication skills and well-being support strategies.
- **Expert Presentations:** Insights from industry experts and thought leaders on the latest research and best practices in workplace well-being.
- **Individual Reflection Activities:** Opportunities for participants to reflect on their own leadership style and well-being beliefs.
- **Small Group Coaching:** Focused sessions to address specific challenges and support the development of personalized action plans.
- **Online Resources and Community:** Access to supplementary materials, tools, and a platform for ongoing learning and networking.

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. Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
30 Nov 2026	11 Dec 2026	Online	$2,000
30 Nov 2026	11 Dec 2026	Physical	$3,000
30 Nov 2026	11 Dec 2026	Physical	$6,000
30 Nov 2026	11 Dec 2026	Physical	$6,000
30 Nov 2026	11 Dec 2026	Physical	$12,000
30 Nov 2026	11 Dec 2026	Physical	$9,000

Start Date	End Date	Location	Price
30 Nov 2026	11 Dec 2026	Physical	$12,000
30 Nov 2026	11 Dec 2026	Physical	$12,000

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

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