Wellness Programmes for Employees Training Course

Professional Development Training Course Outline

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

Course Introduction

Wellness Programmes for Employee have become a critical pillar in modern organizational strategy, driven by rising awareness of mental health, workplace productivity, stress management, and employee engagement. In today’s fast-evolving corporate environment, organizations are increasingly investing in holistic wellness solutions that address physical, emotional, psychological, and financial wellbeing. A well-structured employee wellness training programme helps organizations reduce absenteeism, improve retention, and enhance overall performance while building a resilient and motivated workforce.

Wellness Programmes for Employees Training Course is designed to equip HR professionals, team leaders, and organizational development specialists with practical tools to design, implement, and evaluate impactful wellness initiatives. It integrates data-driven wellness strategies, behavioral psychology, mindfulness practices, corporate health frameworks, and digital wellness tools to create sustainable employee wellbeing ecosystems. The programme aligns with global trends such as workplace mental health awareness, hybrid work balance, burnout prevention, and employee experience optimization, ensuring organizations remain competitive and future-ready.

Programme Curriculum

Wellness Programmes for Employees Training Course

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Course Duration

5 days

Course Objectives

1. Understand Employee Wellness Strategy Design for modern workplaces
2. Develop Mental Health Awareness & Burnout Prevention Frameworks
3. Implement Workplace Stress Management Techniques
4. Enhance Employee Engagement & Productivity Optimization
5. Design Holistic Corporate Wellness Ecosystems
6. Apply Behavioral Psychology in Workplace Wellbeing
7. Build Resilient Hybrid Work Wellness Models
8. Introduce Digital Wellness & Health Tech Integration
9. Strengthen Emotional Intelligence in Leadership
10. Promote Work-Life Balance & Flexible Work Culture
11. Reduce Absenteeism and Presenteeism through Wellness KPIs
12. Create Inclusive Wellness Programs for Diverse Workforces
13. Measure ROI of Employee Wellness Initiatives using HR Analytics

Target Audience

- HR Managers & HR Business Partners
- Learning & Development (L&D) Professionals
- Corporate Wellness Coordinators
- Team Leaders & Department Heads
- Organizational Development Consultants
- Occupational Health & Safety Officers
- Startup Founders & Business Owners
- Employee Engagement Specialists

Course Modules

Module 1: Foundations of Employee Wellness

- Concepts of workplace wellness and wellbeing frameworks
- Physical, emotional, financial, and social wellness pillars
- Global wellness trends in corporate environments
- Importance of proactive vs reactive wellness strategies
- Introduction to wellness KPIs and measurement systems
- **Case Study:** Google’s holistic employee wellness ecosystem improving productivity and retention

Module 2: Mental Health & Stress Management

- Identifying workplace stress triggers
- Burnout detection and prevention strategies
- Mindfulness and meditation integration at work
- Psychological safety in teams
- Employee Assistance Programs (EAPs)
- **Case Study:** Deloitte's mental health initiatives reducing burnout rates among consultants

Module 3: Employee Engagement & Motivation

- Drivers of employee engagement in modern workplaces
- Motivation theories applied to corporate wellness
- Recognition and reward systems
- Communication and feedback culture
- Building purpose-driven workplaces
- **Case Study:** Microsoft's employee engagement transformation through hybrid culture

Module 4: Physical Health & Lifestyle Management

- Workplace ergonomics and physical wellbeing
- Nutrition and healthy lifestyle campaigns
- Fitness programs and corporate challenges
- Preventive healthcare initiatives
- Occupational health standards
- **Case Study:** Johnson & Johnson wellness program reducing healthcare costs significantly

Module 5: Digital Wellness & Technology Integration

- AI-driven wellness tracking tools
- Wearables and health monitoring systems
- Digital detox strategies for employees
- Wellness apps and platforms integration
- Cyber wellness and screen-time balance
- **Case Study:** SAP's digital wellness initiative improving employee digital balance

Module 6: Financial Wellness & Security

- Financial stress impact on productivity
- Employee financial literacy programs
- Retirement planning awareness
- Salary structuring and benefits optimization
- Emergency financial support systems
- **Case Study:** PwC financial wellness programs improving employee satisfaction scores

Module 7: Leadership & Emotional Intelligence

- Role of leaders in employee wellness
- Emotional intelligence development
- Conflict resolution and communication skills
- Coaching and mentoring for wellbeing
- Building trust-based workplace culture

- **Case Study:** Google's Project Aristotle and psychological safety in teams

Module 8: Wellness Program Design & ROI Measurement

- Designing scalable wellness programs
- Setting measurable wellness KPIs
- HR analytics for wellness tracking
- Cost-benefit analysis of wellness programs
- Continuous improvement frameworks
- **Case Study:** Unilever's data-driven wellness strategy improving workforce efficiency

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

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