

A close-up photograph of a vibrant green leaf, likely from a grass or similar plant, covered in numerous clear water droplets. The droplets are of various sizes and are scattered across the surface of the leaf, which shows clear vein patterns. The background is a soft, out-of-focus green, suggesting a natural outdoor setting.

in equilibrium

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In-house training course details

Managing Performance through Health and Wellbeing

Course Background

Health and wellbeing in the workplace is an issue that has grown in prominence in recent years as organisations look to maximise employee engagement and productivity and manage absence effectively. One of the keys to organizational success is good health performance and the line manager has an integral role to play in this.

This course offers an insight into employee health and wellbeing and the relationship between work, health and performance. The course considers ways in which managers and organizations can begin to address these issues. Health performance management is also covered, including essential skills for managers.

Course Format

The interactive style of this course raises awareness and provides practical solutions. Delegates have the opportunity to explore, discuss and try out newly learned skills in a safe and supportive environment.

Key Features of the Course

- Understand the relationship between work, health and performance
- Introduction to the key areas of health performance
- Discuss the impact the relationships within the organisation have on its performance through health and wellbeing
- Recognise the warning signs linked to health related under performance
- Increase awareness of the interaction between business, teams and individuals
- Recognise the key determinants of health and wellbeing in the relationship between employee and line manager
- Highlight the contribution of health and wellbeing initiatives
- Build skills and explore techniques for managing performance in relation to health and wellbeing
- Practical tools and solutions for managers and team leaders

Course Outline

Health and Wellbeing in the Workplace

- The relationship between Work and Health
- Healthy Working throughout the Working Life Cycle
- Is work good for you?

Introduction to Managing Health Performance

- What is health performance?
- Awareness for Health Compliance:-
 - Fitness and Capability to Work
 - Disability Discrimination Act (DDA)
 - Health and Safety and health hazards
- Absence, attendance and presenteeism

Effects on Performance

- The Business Case - impact on business, teams and individuals
- What can affect individual performance?
- Positive impacts of a health and wellbeing culture
- Identifying the Warning Signs...

Essential Skills for Managers and Team Leaders

- Managing health related under performance
- Difficult Conversations
- Return to Work Planning
- Support channels Who can help you?
- Tools to help managers begin creating, changing or evolving a health and wellbeing performance culture

Course Details

Duration: 1 day

Optimum delegate numbers: 12

For more information, contact:

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