

Managing Your Wellbeing In The Workplace

This course is designed to help you manage your wellbeing whilst working from home, a modified workplace or a remote site. It is focussed on the work-life integration requirements of juggling the challenges of the pandemic with personal and social life. Conceding that work has changed beyond recognition over the last 12 months, this is now likely to be interwoven. This course will equip you to recognise and adapt to the 'new' workplace, whatever that entails for you.

Workplace wellbeing is far more than a bowl of fruit on the desk and Pilates at lunchtime, it is about how we feel about work and our workplace. How we draw meaning and purpose from our work, what our contribution means to us and how we make it count. When we are immersed in our work, when we draw meaning and purpose from it, time flies by and we feel an enormous sense of achievement. When we are simply trying to 'get through the day' the opposite can be true, and it can be very stressful; and often exhausting.

This course will let you explore how you can reframe your work, provide ideas to balance your day, help you consider your new 'workplace,' no matter what that may look like.

Key Features:

A one-day programme where you will have the opportunity to exam and reflect on working life, examining these four areas as you progress through the course:

First Session

- Your previous workplace
- How you managed your time
- What wellbeing approaches you employed
- Working relationships

Second Session

- Your interim COVID arrangements
- How life changed
- Major challenges
- Coping mechanisms you employed
- What worked, and what did not

Third Session

- Your future working environment
- What to expect
- What may be 'normal?'
- Uncertainties, fears or anxieties
- Coping in the new world

Final Session

- Managing the new workplace
- Meaning and purpose
- Work-life integration
- Thinking positively
- Key take homes

Who is this course for?

This course is aimed at all levels. Uniquely, the pandemic has impacted on the entire workforce, therefore this course will be of equal value no matter what role or position you hold. It is suitable for both teams and individuals.

Method

This course is designed to be delivered virtually or via a COVID compliant worksite, restrictions allowing. It will facilitate delegates to discuss and unpack their own experiences, feelings and views of wellbeing at work. Entirely positively focussed, delegates will be able to place themselves in a position to adopt new working practices that can be employed to improve their own workplace wellbeing. In turn, this will allow organisations to recognise the new environment, engage with the workforce and to ultimately succeed in what will undoubtedly be a very different post-pandemic workplace.

Learning Outcomes

Participants will be given the opportunity to explore what workplace wellbeing means for them personally, understanding...

- what work means to them and the purpose of work
- common workplace experiences and feelings
- their ability to cope
- how to frame work positively
- how to integrate work and life meaningfully
- how to look positively on the future

For leaders there will also be opportunities to understand how to develop these facets of workplace thinking in their teams. The course is oriented to focus on the positive.

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Ian has had a long-term interest in workplace Wellbeing and associated literature. He introduced the concept and phenomena of Leaveism to explain human behaviors associated with workplace workload and stress. His article on *Transformational Leadership during Change* was voted one of the top management articles by the UK Chartered Management Institute. His previous book, *Wellbeing at Work* (KoganPage) examined how to design, implement and evaluate an effective wellbeing strategy. His current work is focussed on the considerable changes to working practices and terms and conditions that are being enacted in the face of unprecedented change programmes associated with the global pandemic. Crucially, what interventions are effective and enable a fulfilling working life for employees? This book, *Managing Workplace Health and Wellbeing during a Crisis* (KoganPage) will be available later in 2021.

Ian is a Member of the Society for Education and Training, a Fellow of the Chartered Management Institute and a Fellow of the Royal Society of Arts.