



MANAGING WORK-BASED PRESSURE AND STRESS

This course is for all staff with line management responsibility and focuses on the responsibilities of managing work place stress. It approaches the topic in a practical way dispelling some of the myths about handling stress.

Excessive stress is an increasingly tangible business cost. Lost days, inefficient working, and internal tensions cause huge barriers to organizational effectiveness. Sensible organizations make sure that managers and employees work in a challenging, stretching and rewarding environment without unnecessary psychological pressures.

This course helps managers think through the realities of life in their organization, and the perspectives of folk who work within it. There's a duty of care to consider...

Aims -

- To provide essential information about relevant legislation and best practice to raise awareness of stress management in the workplace. It will also look at ways of recognising stress in staff and the mechanisms to put in place to deal with stress related situations.

Objectives –

- To understand what 'work place stress' is and the different forms it can take
- To be aware of current legislation concerning the management of workplace stress
- To be confident in facilitating risk assessments in the workplace to identify potential stressors and take action to eliminate or reduce stressors
- To develop action plans to avoid stress becoming an issue

Content -

- The meaning of the term 'work related stress'
- The commercial benefits of a Corporate Stress Management Strategy and Policy
- Key causes of stress and the 7 categories of risk factors for work related stress
- The requirements of legislation and pertaining to the management of work place stress, e.g. Health & Safety law and Employment law
- Support networks (assistance and signposting)
- The steps managers can take to prevent and deal with stress in the workplace
- The signs and causes of stress in oneself and in others
- Findings from Chartered Institute of Personnel and Development (CIPD) employee absence surveys

Workshop ethos and comfort factors ☺

- The session will start and finish on time with the appropriate comfort breaks.
- All delegates should come prepared to take part in the activities and be assured that their contribution will be valued.
- Refreshments will be provided

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