

## WELL BEING AT WORK - EFFECTIVE STRESS MANAGEMENT

### Overview

Stress-related illness is one of the biggest factors in absence from work. It is estimated that 13.4 billion working days are lost annually, costing the British economy £3.75 billion a year. In small and medium-sized companies in particular, the impact of absence and under-performance of key members of staff can be significant.

The government has launched a number of initiatives, such as “Improving health at work” in response to Dame Carol Black’s review in 2008 (Working for a Healthier Tomorrow).

Attending this course will help you maintain and retain a healthy and productive workforce.

### Key benefits

This course will enable you to

- Deepen your understanding of stress and how to spot it in yourself and others
- Understand stress in an organisational context – causes and impact
- Identify causes of stress in the individual, the team and the organisation and to find solutions
- Manage stress effectively when it occurs
- Take away practical tools and techniques to use back at the workplace.

### Course content - outline

- Understanding what stress is – current definitions and thinking
- Stress Awareness – how to spot it; impacts of stress, short-term and long-term
- Organisational and legal frameworks – good practice, stress and the law, your obligations, the National Management Standards
- Organisational healthcheck – looking at your organisation
- Stress Management – tools and techniques to reduce and prevent stress
- How to model good practice in organisational policy and processes.

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