

Managing Psychosocial Risks (RPS) within Your Organization and Teams

Description

Psychosocial risks (RPS) have a direct impact on employee health, quality of work life, and overall team performance. Proactively managing these risks has become a key priority for any organization committed to protecting its human capital.

Understanding Human and Organizational Challenges

This one-day RPS training provides you with essential tools to understand the different types of psychosocial risks, identify early warning signs, and implement appropriate preventive and corrective actions. You will explore practical methods to take action at both the individual and collective levels, helping reduce risk factors, strengthen resilience, and foster a healthier work environment.

By the end of this training, you will be able to actively contribute especially as a team leader to the prevention and management of RPS, while creating a workplace that supports engagement, well-being, and long-term performance.

Course Content

Module 1: Defining Psychosocial Risks

- Understand the concept of psychosocial risks
- Identify psychological and social components
- Differentiate RPS from other occupational risks
- Recognize the impact on workplace climate

Module 2: Legal Obligations, National Agreements and Legal Risks

- Understand employer obligations
- Analyze national agreements and regulations
- Identify legal consequences of non-compliance
- Understand the role of employee representatives

Module 3: Challenges for the Organization and Individuals

- Measure the impact of RPS on performance
- Understand the consequences on employee health
- Evaluate human and financial costs
- Identify the benefits of a prevention strategy

Module 4: Situations Considered at Risk

- Recognize organizational risk factors
- Analyze relational tensions
- Identify situations of overload or isolation
- Study real-life high-risk scenarios

Module 5: Identifying Key Stressors in the Workplace

- Identify sources of individual stress
- Analyze structural causes
- Evaluate hierarchical and social pressure
- Use tools to measure stress factors

Module 6: Implementing Practical Actions to Reduce Stress

- Develop organizational actions
- Implement team-based practices
- Apply individual stress management strategies
- Examine real-world case studies

Module 7: Analysis of Stress Reduction Techniques

- Explore relaxation and emotional regulation techniques
- Analyze time management methods
- Adopt cognitive and behavioral approaches
- Promote professional resilience

Module 8: Preventing Burnout, Brownout and Boreout

- Understand the characteristics of these syndromes
- Identify early warning signs
- Recognize triggering factors
- Implement targeted prevention measures

Module 9: Preventing Harassment in the Workplace

- Identify forms of workplace harassment
- Recognize high-risk behaviors
- Respond effectively to confirmed cases
- Establish reporting procedures

Module 10: Types of Workplace Violence and Intervention Strategies

- Define categories of workplace violence
- Analyze causes and consequences
- Prevent violent behaviors
- Deploy intervention and mitigation strategies

Module 11: Preventing RPS within Teams

- Implement prevention tools
- Strengthen communication and collaboration
- Develop a culture of workplace well-being
- Support employees facing difficulties

Module 12: Developing and Implementing an Action Plan and Monitoring System

- Design a structured action plan
- Establish monitoring indicators
- Manage an RPS monitoring system
- Use audits to improve practices

Lab / Exercises

- This course provides you with exclusive access to the official Microsoft lab, enabling you to practice your skills in a professional environment.

Documentation

- Digital course materials included

Participant profiles

- Team managers
- HR managers or HR professionals
- Project managers or operational coordinators
- Leaders seeking to enhance workplace well-being

Prerequisites

- Have a general understanding of how an organization operates
- Possess basic knowledge of team management or professional communication
- Be aware of workplace well-being and quality of work life issues

Objectives

- Identify the different types of psychosocial risks (RPS) and their impact on health and performance.
- Detect individual and collective warning signs related to RPS.
- Analyze the organizational, relational, and individual causes of RPS.
- Use diagnostic tools to assess high-risk situations.
- Implement preventive and corrective actions tailored to your context.
- Promote a work environment that supports well-being, engagement, and collaboration.

Description

Managing Psychosocial Risks (RPS) in Your Organization and Teams Training

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Fondamental

Classroom Registration Price (CHF)

800

Virtual Classroom Registration Price (CHF)

800

Duration (in Days)

1

Reference

