

Reduce stress and avoid burnout in your team

Description

Cette formation permettra aux managers de comprendre les enjeux liés à la gestion des risques psychosociaux au sein de leurs équipes. Il leur apportera toutes les connaissances nécessaires pour mettre en œuvre une démarche concrète de prévention : stress, burnout, harcèlement moral, souffrance, etc.

Course Content

Module 01: The challenges of psychosocial risks for a team

- Define psychosocial risks and acquire common terminology
- Know legal obligations, national agreements and legal risks
- The challenges for the company and for individuals
- Situations considered "at risk"

Module 02: Good practices to prevent stress and burnout

- Identify the main "stressors" in the work environment
- Implement concrete actions to reduce stress
- Analysis of stress reduction techniques
- Prevent the risks of burnout, brownout and boreout

Module 03: Preventing situations of harassment

- Understanding the legal issues of harassment
- The different types of harassment (moral, sexual, etc.)
- Know how to act in the event of proven harassment
- Adopt good communication with your team

Module 04: Preventing situations of violence

- Understand the different types of violence: physical, verbal, moral, etc.
- Identify the factors of violence
- Identify levers for action to prevent or mitigate situations of violence

Module 05: Prevent suffering at work within your team

- Symptoms of suffering at work
- Absenteeism, turnover, various disorders
- Tools and methodology to prevent suffering at work
- Set up a social climate barometer

Module 06: Adapting your managerial posture

- Make a diagnosis on management practices within your team
- Know how to define indicators for your team
- Take corrective measures and improve work organization

Module 05: Implement an action plan

- Define and implement an action plan
- Know how to communicate your action plan
- Manage a monitoring system on suffering at work and conduct regular audits

Lab / Exercises

- Test your stress questionnaire
- Implementation of a diagnostic tool for symptoms of suffering within his team
- Self-diagnosis on managerial postures
- Confrontation of points of view around a video testimony on stress
- Study of a concrete case of moral harassment
- Reflection and debate on concrete cases

Documentation

- Digital courseware included

Participant profiles

- Managers or future managers
- Project managers
- Directors

Prerequisites

- No prerequisites

Objectives

- Understand the challenges of risk prevention for your team
- Implement concrete actions to reduce stress
- Implement actions to prevent harassment, violence, suffering at work
- Define diagnostic and monitoring indicators for your team

Niveau

Fondamental

Classroom Registration Price (CHF)

800

Virtual Classroom Registration Price (CHF)

800

Duration (in Days)

1

Reference

ORG-BURN