



**Trinity College Dublin**  
Coláiste na Tríonóide, Baile Átha Cliath  
The University of Dublin



PEOPLE  
PROCESS  
PERFORMANCE

**Centre for Innovative  
Human Systems**

# Workplace Wellbeing

Online CPD Programme

***This Session Will Begin Shortly***

*We will have a Q/A at the end and you can also use the chat function to ask any questions you may have during the presentation.*

*A copy of the slides will be emailed to everyone afterwards.*

**Note:** *The information session will be recorded.*



Rialtas na hÉireann  
Government of Ireland

**FUTURE JOBS  
IRELAND**  
Preparing Now for Tomorrow's Economy



**Human  
Capital  
Initiative**

# Presentation Overview

- Welcome & Introduction
- CIHS Overview
- Why Focus on Workplace Wellbeing?
- Course Objectives & Who The Course Is For?
- Course Overview
- Course Delivery
- Entry Routes, Requirements & Tuition Costs
- Q & A's



PEOPLE  
PROCESS  
PERFORMANCE

Centre for Innovative Human Systems

# Welcome & Introduction

## The Programme Management Team

**Professor Sam Cromie**



**Professor Adele Grazi**



**Mr. Rory Carrick**

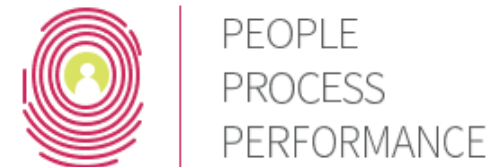


PEOPLE  
PROCESS  
PERFORMANCE

Centre for Innovative Human Systems

# Centre for Innovative Human Systems (CIHS)

- Multi-Disciplinary Research Team based in the School of Psychology, TCD
- 8 Research Staff; 9 Faculty Professors; 5 Industry Experts; 12 PhD Students & 2 Operational Support Staff
- Ongoing Collaborative Industry based research, education & training
- Funding – EU; SFI; HRB; Direct Industry Funding
- Core focus on the human role in critical complex operational systems & lifecycle approach to Socio-Technical Systems
- <https://www.tcd.ie/cihs/>



Centre for Innovative Human Systems

# Centre for Innovative Human Systems



**Trinity College Dublin**  
Coláiste na Tríonóide, Baile Átha Cliath  
The University of Dublin



PEOPLE  
PROCESS  
PERFORMANCE

# Key sectors we work in



**Trinity College Dublin**  
Coláiste na Tríonóide, Baile Átha Cliath  
The University of Dublin



PEOPLE  
PROCESS  
PERFORMANCE

# CIHS Wellbeing Research

<https://www.tcd.ie/cihs/projects/lived-experience.php>



## PPE SAFE

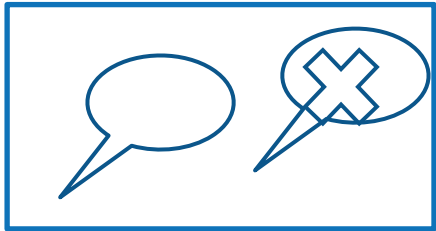
- School of Psychology, Trinity College Dublin
- Beaumont Hospital · Bon Secours Hospital Cork · Tallaght Hospital
- Learnovate, Trinity College Dublin · Surewash



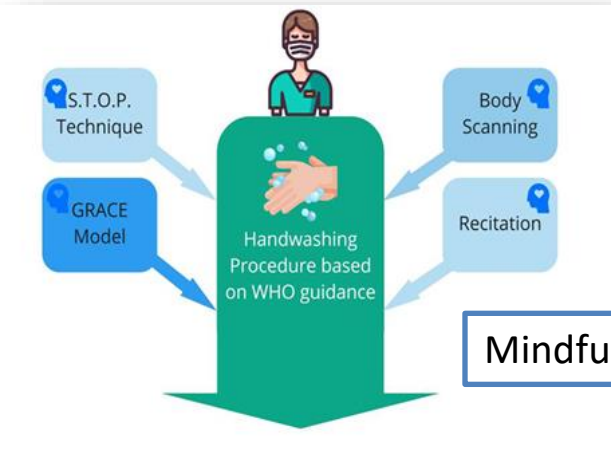
## Lived Experience Wellbeing Project

BIOLOGICAL - PSYCHOLOGICAL - SOCIAL

Zarion Project – AI, Automation, Work processes and Wellbeing



Employee voice and silence



Mindful hand hygiene



PEOPLE  
PROCESS  
PERFORMANCE

Centre for Innovative Human Systems

# Why focus on Workplace Wellbeing?

**Absenteeism,  
Presenteeism,  
Leaveism**

**Anxiety  
Stress**

**Rapidly  
changing world  
– technology,  
processes,  
agendas**

**Heightened  
Employee  
expectations**

**COVID impact**

**Increasing  
employer  
engagement**

**Remote &  
Hybrid  
Working**

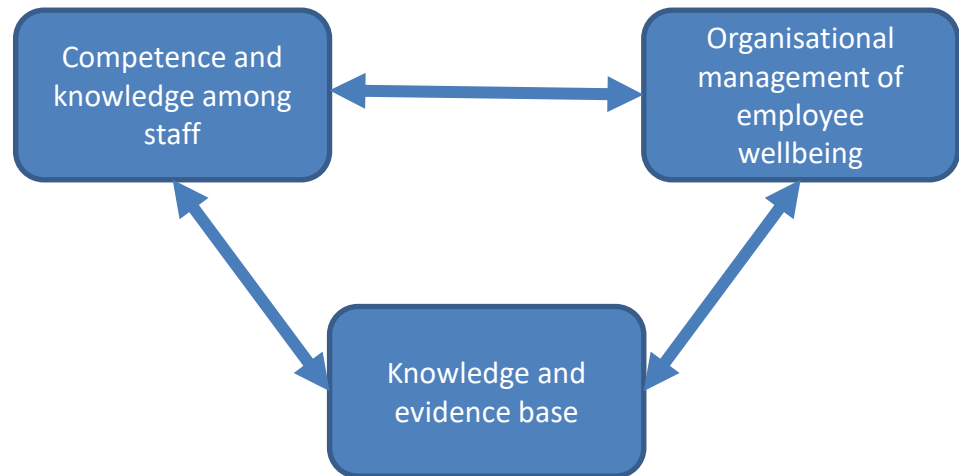
**Increasing focus  
on wellbeing  
culture**

**“Wellbeing  
Washing”**



# CPD in Workplace Wellbeing Ethos and Objectives

- Understanding different facets of workplace wellbeing
- Learning by doing - Link training to implementation
- Part of a wider learning journey
- Address complexity of implementing wellbeing in the workplace
- Practical management of workplace wellbeing
- Supported project linked to own work/ own organisation
- Build evidence and contribute to developing organisational knowledge
- Applies across wide range of industry and services



## Who is the Programme for?

The transfer of competence can transform practice, create new opportunities and generate new sources of value

## The programme is designed to benefit those who have responsibility for

- Organisational leaders
- HR department
- Staff Wellbeing Managers
- Health and Safety Officers
- Training Managers
- Managers keen on fostering a wellbeing-positive environment

# Course Overview

Webinar Date (Thursday 6pm)	Session Title	Lead Facilitator
10 <sup>th</sup> February	1. Introducing Workplace Wellbeing	Prof. Adele Grazi
17 <sup>th</sup> February	2. System Approach to Wellbeing	Prof. Sam Cromie
24 <sup>th</sup> February	3. Organisational psychology & Wellbeing	Prof. Adele Grazi
3 <sup>rd</sup> March	4. Social Psychology & Wellbeing	Prof. Adele Grazi
10 <sup>th</sup> March	5. Individual Psychology & Wellbeing	Prof. Adele Grazi
24 <sup>th</sup> March	6. Change Management & Wellbeing	Prof. Siobhan Corrigan
31 <sup>st</sup> March	7. How to manage Wellbeing in the workplace	Prof. Sam Cromie



PEOPLE  
PROCESS  
PERFORMANCE

Centre for Innovative Human Systems

# Online Delivery Format

- Each week-long sessions includes
  - Asynchronous content

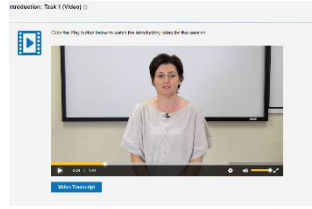
Content that the student can complete at their own pace and time.

- Synchronous content

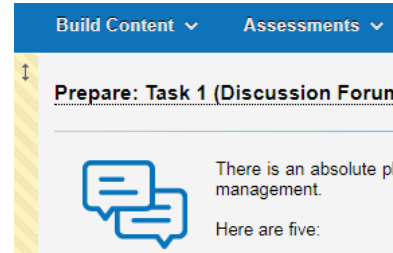
Real-time interactions between online lecturer and students



# What a "session" looks like



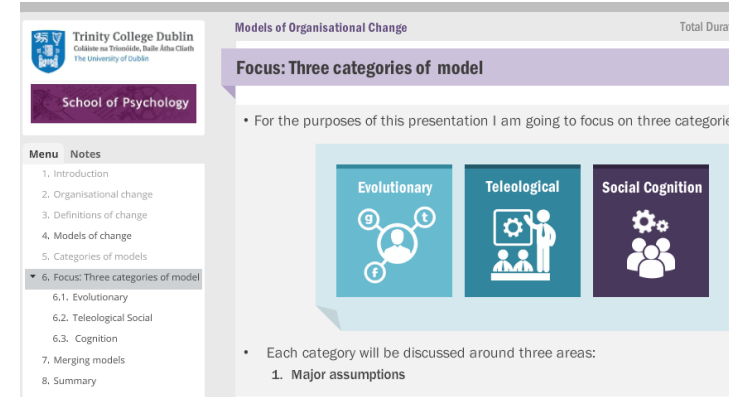
Introduction



Prepare



Study



Extend



Recall



Apply

Apply: Task 1 (Blog)



Consider a cha

- What typ

Please write a s

1. A brief o
2. Why the

Apply/ Reflect

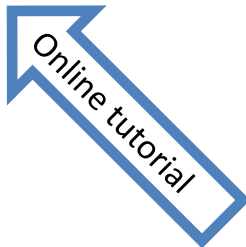


## Recall

### Recall: Task 1 (Quiz: Models of Organisational Change)



This quiz comprises a series of questions that address sc  
By completing the quiz, you can quickly self-assess your  
Please note that this quiz does not contribute to your grad  
Note that you can complete the quiz on multiple occasion  
Click the title of the quiz to begin.

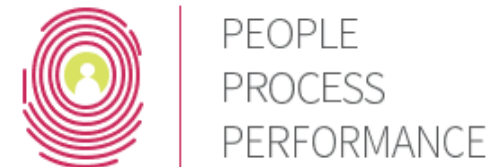


PEOPLE  
PROCESS  
PERFORMANCE

Centre for Innovative Human Systems

# Entry Requirements

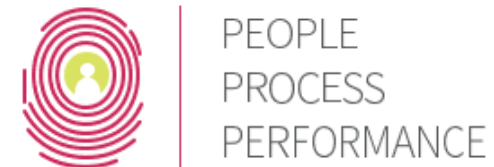
- There are no academic prerequisites for the course.
- This course is designed to meet the needs and enhance the skills of professionals across all industry areas.
- It is open to all professionals with an interest in the area of workplace wellbeing
- The course is also designed to allow those not currently in a work setting to fully benefit and participate in the course.



Centre for Innovative Human Systems

# How to Apply & Tuition Fees

- Short online application form / Closing February 4<sup>th</sup> 2022
- Link: <https://www.tcd.ie/cihs/cpd-courses/wellness/>
- Collecting the following information
  - First Name
  - Surname
  - Email Address
- Tuition Costs
  - €1,500



Centre for Innovative Human Systems



**Trinity College Dublin**

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

## Contact Details

Mr. Rory Carrick

**Email:** [carrickr@tcd.ie](mailto:carrickr@tcd.ie)





**Trinity College Dublin**

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

Questions?

&

We will email a copy of these  
slides to you afterwards