



Workplace Wellbeing: Establishing a culture of health at work

Workplace wellbeing can be described as a combination of how staff feel about themselves, their colleagues, and their work. Fundamentally, it aims to ensure that people are safe, healthy and engaged at work and can lead to reduced incidences of stress and injury while simultaneously delivering enhanced productivity.

Organisational leadership underpinned by effective HR policy plays a significant role in ensuring organisations achieve wellbeing goals. Initiatives that support such goals can include employee assistance programmes, flexible working arrangements, adaptability and resilience training and healthy eating programmes. Establishing a robust culture of health and wellbeing that is aligned to organisational strategy is essential to ensuring the future wellbeing of our workforces. This programme offers a great first step in achieving this for your organisation.

What skills does this programme offer?

This programme is an in-depth exploration into the knowledge and tools required to establish a successful wellbeing programme in the workplace. It introduces an evidence-based framework that maps the stages that culminate in a robust workplace wellbeing programme. It explores how the correlation between an organisation's wellbeing vision and its strategic ambition can be exploited to make a compelling business case for wellbeing in any organisation. It offers tools that help identify both current state and future wellbeing targets, ensuring that measurable wellbeing objectives can be identified, implemented and tracked.

Participants will leave the programme with a clear framework to design, implement and sustain a successful workplace wellbeing programme. A programme that not only improves the mental and physical health of its workforce, but also, supports, aligns and compliments their organisational processes, strategies and culture.

Specifically, this programme is designed for mid-senior leaders and will enable them to:

- Embed a culture of health in their organisation through supported, inclusive and intentional workplace wellbeing practices.
- Drive workplace wellbeing initiatives within their organisation.
- Reflect on the current wellbeing story of their organisation, its people and improve it iteratively for continued future success.

How is this programme unique?

This programme focuses on an evidence-based framework for implementing a successful wellbeing programme in the workplace. It recognises the importance of purposeful and intentional wellbeing acts when building a meaningful and sustained wellbeing programme. A carefully crafted programme needs structure, support and metrics to be successful.

Who is this programme for?

This programme is designed for individuals interested in developing a wellness programme in their workplace - including but not limited to professionals such as senior leaders, HR professionals, occupational health professionals, office, facilities and health and safety managers.

It is particularly suited to those wishing to embed a culture of health in their organisation through supported, inclusive and intentional workplace wellbeing practices. The programme does not assume any prior knowledge or training in the subject areas.

Key Information:

Dates: Next planned delivery: Q2 2023

Format: 3 x 3-hour Masterclasses, Online

Cost: €750. Early Bird Price of €550

How to Apply: Visit <https://www.tcd.ie/tangent/education/shortcourses/hci-workplace-wellbeing/>

