



HM085: Essentials of Wellbeing & Wellness at the Workplace

Training Description:

The Essentials of Wellbeing & Wellness at the Workplace comprehensive training course is designed to equip employees, managers and HR professionals with practical knowledge and strategies to promote physical, mental and emotional wellbeing in the workplace. A healthy workforce is a productive workforce and this course emphasizes the importance of creating a supportive environment that reduces stress, prevents burnout, and fosters engagement.

This intensive training course blends theory with interactive workshops, practical exercises and case studies to help participants understand wellness principles, identify stressors and implement workplace wellness initiatives. Topics include mental health awareness, ergonomics, work-life balance, nutrition, physical activity and organizational wellness programs. The training course emphasizes practical tools for creating a positive workplace culture and sustaining employee wellbeing.

By the end of the training course, participants will be able to recognize wellness challenges, design interventions to support employee health, manage stress effectively and foster a culture of wellbeing in the workplace. The training course strengthens personal resilience, leadership effectiveness and organizational performance through holistic wellness practices.

Training Objectives:

By the end of the training, participants will be able to:

- ✓ Understand the key dimensions of workplace wellbeing and wellness
- ✓ Identify stressors and risk factors affecting employee health
- ✓ Implement strategies to manage stress, fatigue and burnout
- ✓ Promote physical health through ergonomics, nutrition and fitness practices
- ✓ Enhance mental and emotional resilience for employees and leaders
- ✓ Design and implement workplace wellness programs
- ✓ Foster a positive organizational culture that supports wellbeing
- ✓ Encourage work-life balance and healthy workplace habits
- ✓ Measure and track the effectiveness of wellness initiatives
- ✓ Communicate wellness strategies effectively to employees and stakeholders

Training Designed for:

This training course is intended for HR professionals, team leaders, managers, wellness coordinators and employees seeking to improve personal and organizational wellbeing. It is also suitable for occupational health professionals, workplace safety officers and organizational development specialists. Companies aiming to enhance employee engagement, reduce absenteeism and build a healthy, productive workforce will benefit from enrolling staff in this course.

Training Requirement:

“Hands on practical sessions, equipment and software will be applied during the course if required and as per the client’s request.”

Contents can be adapted to your specific wishes. It is therefore possible to focus on specific modules of the training course as per client’s learning needs and objectives. Further, it should be forwarded to us a month prior to the course dates.

Training Program:

DAY ONE:

INTRODUCTION TO WORKPLACE WELLBEING

❖ Understanding Wellbeing Fundamentals

- Definition and importance of workplace wellbeing
- Physical, mental, and emotional dimensions of wellness
- Benefits of promoting wellbeing for individuals and organizations
- Recognizing workplace stressors and early warning signs
- Employee engagement and motivation in wellness initiatives
- **Workshop:** Assessing personal and team wellness levels

DAY TWO:

STRESS MANAGEMENT AND MENTAL HEALTH

❖ Building Emotional Resilience

- Causes and impacts of workplace stress
- Techniques for stress reduction: mindfulness, meditation, breathing exercises
- Mental health awareness and destigmatization
- Coping strategies for high-pressure work environments
- Preventing burnout and compassion fatigue
- **Case Study:** Handling workplace stress and mental health scenarios
- **Workshop:** Developing a personal stress management plan

DAY THREE:

PHYSICAL WELLNESS AND ERGONOMICS

❖ Promoting Health at Work

- Workplace ergonomics: seating, posture, and workstation setup
- Importance of physical activity and movement breaks
- Nutrition and healthy eating at the workplace
- Sleep hygiene and energy management for productivity
- Preventing musculoskeletal injuries
- **Workshop:** Designing an ergonomic workstation and wellness plan
- **Case Study:** Workplace interventions for physical wellness

DAY FOUR:

WORK-LIFE BALANCE AND WELLNESS PROGRAMS

❖ Integrating Wellness into Organizational Culture

- Principles of work-life balance and flexible working practices
- Time management and prioritization techniques
- Creating wellness initiatives for teams and departments
- Employee assistance programs (EAPs) and support systems
- Measuring engagement and participation in wellness programs
- **Workshop:** Designing a team-based wellness initiative
- **Case Study:** Evaluating the impact of a corporate wellness program

DAY FIVE:

SUSTAINING WELLBEING AND CONTINUOUS IMPROVEMENT

- ❖ **Long-Term Strategies for Workplace Wellness**
 - Building a culture of health and wellbeing
 - Leadership roles in promoting wellness
 - Continuous monitoring, assessment and improvement of wellness programs
 - Communication strategies for wellness initiatives
 - Case studies on successful corporate wellness programs
 - **Workshop:** Developing a workplace wellness roadmap
- ❖ Course Conclusion
- ❖ POST-ASSESSMENT and EVALUATION

Training Methodology:

This interactive training course includes the following training methodologies as a percentage of the total tuition hours:

- 30% Lectures, Concepts, Role Play
- 70% Workshops & Work Presentations, Techniques, Based on Case Studies & Practical Exercises, Gamification, Software & General Discussions
- Pre and Post Test

Training Certificate(s):

CMCT Internationally recognized certificate(s) will be issued to each participant who completed the course.

Training Fees:

TBA as per the course location - This rate includes participant's manual, hand-outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Note: The 5% VAT (Value Added Tax), will be effective starting 01st of January 2018 as per the new regulation from the UAE Government. The VAT applies for all quotation both for local and abroad.

Training Timings:

Daily Timings:

07:45 - 08:00	Morning Coffee / Tea
08:00 - 10:00	First Session
10:00 - 10:20	Recess (Coffee/Tea/Snacks)
10:20 - 12:20	Second Session
12:20 - 13:00	Recess (Prayer Break & Lunch)
13:00 - 14:00	Last Session

For training registrations or in-house enquiries, please contact:

Aisha Relativo - Training & Career Development Manager

aisha@cmc-me.com / training@cmc-me.com

Tel.: +971 2 665 3945 or +971 2 643 6653 | Mob.: +971 52 2954615