Employee Wellness Advocacy Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s high-performance corporate environment, organizations are increasingly prioritizing Employee Wellness Advocacy, Mental Health Leadership, and Workplace Wellbeing Transformation as strategic drivers of productivity, retention, and organizational resilience. The rapid rise of burnout prevention, psychological safety, hybrid workforce wellbeing, and employee engagement strategies has created a critical need for trained wellness advocates who can champion healthier, inclusive, and emotionally intelligent workplaces. This training course equips professionals with practical tools, evidence-based frameworks, and advocacy skills to build sustainable wellness cultures aligned with modern workforce expectations.

The Employee Wellness Advocacy Training Course is designed to empower professionals with cutting-edge competencies in stress management, digital wellbeing, resilience coaching, inclusive workplace culture, and employee experience enhancement. Through interactive learning, case studies, real-world scenarios, and strategic wellness planning, participants will develop the confidence to implement impactful wellness initiatives that improve workforce morale, reduce absenteeism, strengthen team collaboration, and support long-term organizational success in the era of people-centered leadership and future-of-work transformation.

Programme Curriculum

Employee Wellness Advocacy Training Course

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Course Duration

5 Days

Course Objectives

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

1. Understand the principles of Employee Wellness Advocacy and workplace wellbeing leadership.
2. Design effective Mental Health Awareness Programs within organizations.
3. Apply Burnout Prevention Strategies for high-performance teams.
4. Promote Psychological Safety and inclusive workplace communication.
5. Develop workplace initiatives supporting Emotional Intelligence Leadership.
6. Implement Stress Management Techniques for employee resilience.
7. Strengthen Employee Engagement and Retention through wellness culture.
8. Integrate Digital Wellbeing Practices into hybrid and remote work environments.
9. Create measurable Corporate Wellness Strategies aligned with organizational goals.
10. Enhance workplace productivity through Resilience and Mindfulness Programs.
11. Address workplace challenges related to Diversity, Equity, Inclusion, and Belonging (DEIB).
12. Utilize Data-Driven Wellness Metrics to monitor program effectiveness.
13. Build sustainable Wellness Advocacy Campaigns using modern workplace trends and innovation.

Target Audience

This course is ideal for:

1. Human Resource Managers and HR Officers
2. Employee Wellness Coordinators
3. Occupational Health and Safety Professionals
4. Team Leaders and Supervisors
5. Corporate Trainers and Learning & Development Officers
6. Mental Health Advocates and Counselors
7. Organizational Development Consultants
8. Business Executives and Workplace Culture Champions

Course Modules

Module 1: Foundations of Employee Wellness Advocacy

- Understanding workplace wellness trends
- Principles of employee wellbeing advocacy

- Wellness policies and organizational culture
- Role of leadership in employee wellness
- Global best practices in workplace wellbeing
- **Case Study:** Analysis of a multinational company that reduced employee burnout and increased retention through comprehensive wellness advocacy programs.

Module 2: Mental Health and Psychological Safety

- Mental health awareness in the workplace
- Identifying signs of burnout and stress
- Psychological safety and trust-building
- Managing workplace anxiety and emotional fatigue
- Reducing stigma around mental health discussions
- **Case Study:** Review of a technology company that improved employee morale through mental health support systems and open communication channels.

Module 3: Stress Management and Resilience Building

- Workplace stress triggers and prevention
- Resilience coaching techniques
- Mindfulness and emotional regulation
- Work-life balance strategies
- Developing personal wellness action plans
- **Case Study:** Examination of a healthcare institution that introduced resilience programs to support frontline employees during periods of high stress.

Module 4: Employee Engagement and Workplace Culture

- Employee engagement drivers
- Building inclusive workplace environments
- Recognition and appreciation systems
- Enhancing team collaboration and morale
- Communication strategies for wellness advocacy
- **Case Study:** Evaluation of a customer service organization that improved employee engagement through recognition-based wellness initiatives.

Module 5: Digital Wellbeing and Hybrid Work Wellness

- Managing digital fatigue and screen burnout
- Wellness in hybrid and remote workplaces
- Healthy virtual communication practices
- Technology tools for employee wellbeing
- Cyber wellness and digital boundaries
- **Case Study:** Study of a remote-first company that implemented digital wellbeing policies to improve productivity and reduce fatigue.

Module 6: Diversity, Equity, Inclusion, and Belonging (DEIB)

- Understanding inclusive wellness frameworks
- Cultural intelligence and empathy
- Addressing workplace discrimination and bias

- Gender-sensitive wellness approaches
- Building belonging and employee trust
- **Case Study:** Assessment of an international organization that strengthened employee wellbeing through inclusive leadership and DEIB strategies.

Module 7: Wellness Program Design and Implementation

- Designing strategic wellness initiatives
- Budgeting and resource allocation
- Wellness communication campaigns
- Measuring wellness program impact
- Creating sustainable wellness policies
- **Case Study:** Review of a manufacturing company that successfully implemented a measurable employee wellness strategy across multiple branches.

Module 8: Leadership for Sustainable Employee Wellness

- Transformational leadership and wellness culture
- Coaching and mentoring employees
- Crisis management and workforce wellbeing
- Future trends in workplace wellness
- Developing long-term wellness roadmaps
- **Case Study:** Analysis of a global corporation that embedded wellness leadership into organizational strategy to improve long-term workforce performance.

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com