Mental Health & Employee Wellness Programmes 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 fast-evolving workplace, Mental Health Awareness, Employee Wellbeing, Workplace Resilience, and Psychological Safety have become critical drivers of organizational success. Mental Health & Employee Wellness Programmes Training Course is designed to equip professionals with evidence-based tools to build a mentally healthy, high-performance, and psychologically safe workplace culture. It integrates modern approaches such as trauma-informed leadership, mindfulness at work, stress resilience frameworks, and workplace mental health policies aligned with global best practices.

Organizations that prioritize employee engagement, wellbeing strategies, work-life balance, and mental health support systems consistently experience reduced absenteeism, improved morale, and increased productivity. Participants will gain practical skills in identifying early warning signs of burnout, supporting employees through mental health challenges, and embedding a culture of resilience, empathy, inclusion, and psychological safety across all levels of the organization.

Programme Curriculum

Mental Health & Employee Wellness Programmes Training Course

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Course Duration

5 days

Course Objectives

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

1. Understand core principles of workplace mental health and employee wellbeing frameworks
2. Design and implement employee wellness programmes and mental health policies
3. Identify early signs of burnout, stress, anxiety, and depression in the workplace
4. Apply emotional intelligence and empathetic leadership strategies
5. Promote psychological safety and inclusive workplace culture
6. Develop stress management and resilience-building interventions
7. Integrate mindfulness and well-being practices into daily work routines
8. Enhance employee engagement and retention through wellness initiatives
9. Support mental health first aid and crisis intervention strategies
10. Reduce workplace absenteeism through wellbeing optimization programs
11. Build trauma-informed leadership and supportive management practices
12. Measure impact using wellbeing KPIs, surveys, and analytics tools
13. Align wellness programmes with global occupational health and safety standards

Target Audience

- HR Managers and HR Business Partners
- Line Managers and Supervisors
- Organizational Development Specialists
- Health and Safety Officers
- Team Leaders and Department Heads
- Employee Assistance Programme (EAP) Coordinators
- Corporate Wellness Consultants
- Senior Executives and Decision Makers

Course Modules

Module 1: Foundations of Workplace Mental Health

- Understanding mental health in organizational context
- Key drivers of workplace stress and burnout
- Mental health stigma and awareness strategies
- Global workplace wellbeing trends
- Role of leadership in mental health culture
- **Case Study:** A multinational company reduced turnover by 25% after introducing mental health awareness training and stigma reduction campaigns.

Module 2: Employee Wellness Programme Design

- Structuring effective wellness frameworks
- Aligning wellness with organizational goals
- Budgeting for wellness initiatives
- Building sustainable wellness policies
- Stakeholder engagement strategies
- **Case Study:** A tech firm improved employee satisfaction scores by 40% after launching a structured wellness programme with fitness, counseling, and flexibility policies.

Module 3: Stress Management & Burnout Prevention

- Identifying workplace stress triggers
- Burnout prevention strategies
- Workload balancing techniques
- Relaxation and recovery practices
- Building resilient teams
- **Case Study:** A healthcare organization reduced staff burnout rates by 30% using structured stress management interventions and shift redesign.

Module 4: Emotional Intelligence & Empathetic Leadership

- Self-awareness and emotional regulation
- Empathy-driven leadership practices
- Conflict resolution techniques
- Communication for wellbeing
- Building trust in teams
- **Case Study:** A financial services company improved team performance by 22% after leadership emotional intelligence training.

Module 5: Psychological Safety & Inclusive Workplaces

- Creating safe workplace environments
- Diversity, equity, and inclusion (DEI) integration
- Addressing workplace bullying and harassment
- Encouraging open communication
- Building trust-based cultures
- **Case Study:** An international NGO increased employee engagement by 35% after implementing psychological safety frameworks.

Module 6: Mindfulness & Workplace Wellbeing Practices

- Mindfulness techniques for employees
- Breathing and grounding exercises
- Digital wellbeing and screen fatigue management
- Work-life balance strategies
- Wellness routines for productivity
- **Case Study:** A corporate call center reduced stress-related absenteeism by 28% after introducing daily mindfulness sessions.

Module 7: Mental Health Crisis Response & Support Systems

- Mental Health First Aid principles

- Crisis identification and response
- Employee Assistance Programmes (EAPs)
- Referral systems and support networks
- Confidentiality and ethics in intervention
- **Case Study:** A logistics company successfully supported employees during crisis events, reducing long-term mental health claims by 20%.

Module 8: Measurement, Evaluation & ROI of Wellness Programmes

- Wellness KPIs and performance metrics
- Employee surveys and feedback systems
- Data-driven decision making
- ROI of wellness programmes
- Continuous improvement strategies
- **Case Study:** A global retail brand demonstrated a 3:1 ROI on wellness investments through reduced absenteeism and improved productivity.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- 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

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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