Training Course on Employee Well-being and Mental Health Support for Staff

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s fast-paced and high-demand work environments, employee well-being and mental health support have become crucial pillars of sustainable organizational success. Training Course on Employee Well-being and Mental Health Support for Staff is strategically designed to empower HR professionals, team leaders, and managers with evidence-based tools, practical strategies, and psychological insights to support the mental health of staff, reduce burnout, enhance job satisfaction, and promote a culture of wellness. With a growing emphasis on emotional resilience, stress management, and organizational empathy, this course integrates wellness initiatives into everyday business operations—making mental health a shared responsibility and a top priority.

Participants will gain in-depth understanding of key areas such as emotional intelligence in leadership, burnout prevention, mindfulness at work, and post-pandemic mental health strategies. The curriculum is aligned with global best practices and tailored for hybrid, remote, and in-office environments. Through interactive modules, real-life case studies, and dynamic activities, learners will be well-equipped to create supportive ecosystems that improve staff retention, engagement, and productivity.

Programme Curriculum

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Course Objectives

1. Understand the importance of mental health in the workplace and its impact on productivity.
2. Identify early signs of employee burnout and emotional distress.
3. Promote a culture of psychological safety and trust.
4. Implement effective employee assistance programs (EAPs).
5. Encourage work-life balance through flexible work arrangements.
6. Apply mindfulness and stress-reduction techniques in daily routines.
7. Foster resilience and emotional intelligence in leadership.
8. Utilize mental health first aid strategies in the workplace.
9. Address anxiety, depression, and trauma-informed care in staff support.
10. Create inclusive wellness programs for diverse employee groups.
11. Leverage digital well-being tools and mobile health apps.
12. Develop clear mental health policies and procedures.
13. Evaluate the ROI of mental health investments using metrics and feedback.

Target Audiences

1. Human Resource Professionals
2. Team Leaders and Supervisors
3. Corporate Wellness Coordinators
4. Occupational Health Specialists
5. Business Owners and Entrepreneurs
6. Remote and Hybrid Team Managers
7. Mental Health Advocates in Organizations
8. Learning and Development Officers

Course Duration: 5 days

Course Modules

Module 1: Understanding Workplace Mental Health

- Definitions and myths around mental health
- Global statistics and organizational impact
- The stigma of mental illness at work
- Role of leadership in mental health culture
- The business case for well-being
- **Case Study**: Google’s “gPause” Mindfulness Initiative

Module 2: Recognizing and Preventing Burnout

- Signs and stages of burnout
- Burnout vs. stress: key differences
- Assessment tools (Maslach Inventory)
- Burnout in remote work environments

- Preventive strategies and organizational roles
- **Case Study**: Deloitte’s Well-being Strategy

Module 3: Creating a Culture of Psychological Safety

- What is psychological safety?
- Building trust through communication
- Encouraging vulnerability and openness
- Conflict resolution techniques
- Psychological safety in hybrid teams
- **Case Study**: Microsoft’s Open Door Culture

Module 4: Emotional Intelligence and Mental Resilience

- EQ vs. IQ in workplace success
- The five components of emotional intelligence
- Coaching for resilience
- Empathetic leadership
- Building mental resilience teams
- **Case Study**: LinkedIn's “Mindful Manager” Program

Module 5: Mindfulness and Stress Management Techniques

- Understanding workplace stressors
- Breathing and grounding techniques
- Mindfulness-based cognitive therapy (MBCT)
- Time management and prioritization
- Using technology for mindfulness
- **Case Study**: SAP’s Stress Reduction Workshops

Module 6: Inclusive Mental Health Programs

- Addressing diverse mental health needs
- Accessibility in support programs
- Gender, race, and neurodivergence inclusivity
- Intersectionality and mental health
- Creating a mental health ambassador network
- **Case Study**: EY’s Neurodiversity Center of Excellence

Module 7: Digital Tools for Mental Health Support

- Top mental health apps (Headspace, Calm, etc.)
- Virtual therapy platforms
- Employee wellness platforms (Wellable, Virgin Pulse)
- Monitoring and protecting digital wellness
- Integrating digital tools into HR strategy
- **Case Study**: Cisco’s Employee Wellness App

Module 8: Developing and Evaluating Mental Health Policies

- Drafting clear mental health policies
- Legal and ethical considerations
- ROI on well-being investments
- Feedback mechanisms and surveys
- Policy implementation and monitoring
- **Case Study**: Johnson & Johnson’s Holistic Health Framework

Training Methodology

- Interactive video presentations and expert-led webinars
- Guided self-assessment exercises and toolkits
- Live breakout discussions and peer learning
- Scenario-based simulations and real-life cases
- Quizzes, feedback forms, and reflection journals
- Post-training follow-up support and resource library

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

Start Date	End Date	Location	Price
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:

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