Training Course on Employee Well-being and Social Capital for Sustainable Performance

Professional Development Training Course Outline

Category	CEOs and Directors	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's dynamic global landscape, **sustainable organizational performance** hinges not merely on financial metrics but profoundly on the health of an organization's most valuable asset: its people. Training Course on Employee Well-being and Social Capital for Sustainable Performance is meticulously designed to equip leaders and HR professionals with the essential strategies and actionable insights required to cultivate a thriving, resilient, and highly engaged workforce. By strategically investing in **holistic employee well-being** and fostering robust **social capital networks**, organizations can unlock unparalleled levels of **productivity, innovation, and long-term viability**, transforming challenges into opportunities for enduring success in the modern work environment.

The evolving nature of work, characterized by increasing demands, technological advancements, and the imperative for adaptability, underscores the critical need for a proactive approach to human sustainability. This program delves into the symbiotic relationship between individual well-being and collective strength, emphasizing how a supportive, psychologically safe, and connected workplace directly contributes to enhanced **employee engagement, reduced burnout, improved retention, and a positive organizational culture**. Participants will gain practical frameworks to design and implement impactful well-being initiatives and strengthen internal relationships, ultimately building a future-ready workforce capable of navigating complexity and driving consistent, high-impact performance.

Programme Curriculum

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Course Objectives

1. Develop comprehensive, data-driven well-being initiatives encompassing mental health, physical wellness, financial literacy, and social connection.
2. Implement strategies to create a psychologically safe workplace where employees feel empowered to express ideas and concerns without fear.
3. Foster strong internal networks, trust, and cross-functional collaboration to boost collective efficacy.
4. Identify and address root causes of workplace stress and burnout through proactive interventions and supportive policies.
5. Design initiatives that significantly boost employee engagement, satisfaction, and long-term talent retention.
6. Understand and apply metrics to demonstrate the return on investment (ROI) of well-being and social capital initiatives on business outcomes.
7. Develop inclusive well-being programs that cater to diverse employee needs and promote equity.
8. Explore the ethical integration of AI-driven personalized wellness solutions to support individual employee needs.
9. Implement flexible work arrangements and policies that support healthy work-life integration, not just balance.
10. Equip the workforce with strategies to enhance individual and organizational resilience in the face of change and adversity.
11. Train leaders and managers to become well-being champions, modeling healthy behaviors and providing effective support.
12. Connect well-being and social capital strategies directly to achieving long-term sustainable business performance and competitive advantage.
13. Instill a pervasive culture of empathy, support, and continuous well-being throughout the organization.

Organizational Benefits

- A healthier, more engaged workforce directly translates to higher output and efficiency.
- Proactive well-being support minimizes sick days and improves on-the-job effectiveness.
- A positive work environment fosters greater job satisfaction and overall happiness.
- Investing in well-being significantly improves employee retention, reducing recruitment and training costs.
- Organizations known for prioritizing employee well-being attract top talent.
- Engaged and well-supported employees are more likely to innovate and contribute fresh ideas.
- A resilient workforce can better navigate change and uncertainty.
- Proactive wellness initiatives can lead to a decrease in health-related expenses over time.
- Demonstrating a commitment to employee well-being strengthens corporate social responsibility.
- Strong social capital leads to more effective teamwork and knowledge sharing.

Target Audience

1. HR Professionals & Managers
2. Team Leaders & Supervisors
3. Organizational Development Specialists
4. Senior Leadership & Executives
5. Wellness Committee Members
6. Learning & Development Professionals
7. Change Management Professionals
8. Anyone interested in building a thriving, high-performance work environment.

Course Outline

Module 1: The Strategic Imperative of Employee Well-being

- Understanding the holistic dimensions of employee well-being: physical, mental, emotional, financial, and social.
- The compelling business case for investing in well-being: productivity, retention, innovation, and competitive advantage.
- Current trends and future outlook in workplace well-being
- Linking well-being directly to organizational purpose and values.
- **Case Study:** Analyze a company that significantly improved its bottom line by implementing a comprehensive well-being strategy.

Module 2: Building Social Capital: The Foundation of High Performance

- Defining social capital: bonding, bridging, and linking capital within organizations.
- The neuroscience of connection and its impact on performance and resilience.
- Strategies for fostering trust, psychological safety, and open communication.
- Identifying and leveraging existing informal networks within the workplace.
- **Case Study:** Examine a successful company known for its strong internal social networks and collaborative culture.

Module 3: Mental Well-being & Psychological Safety

- Recognizing common mental health challenges in the workplace (e.g., anxiety, depression, chronic stress).

- Creating a culture where mental health discussions are normalized and destigmatized.
- Practical tools for promoting psychological safety and encouraging authentic expression.
- Implementing effective mental health support resources and EAPs.
- **Case Study:** Discuss a company's response to a mental health crisis and how it built a more supportive environment.

Module 4: Physical Wellness & Ergonomics

- The link between physical health, energy levels, and cognitive function.
- Designing effective physical activity and nutrition programs within a corporate setting.
- Importance of ergonomics and creating healthy physical workspaces.
- Strategies for encouraging healthy habits and preventative care.
- **Case Study:** Explore an organization's successful integration of fitness challenges and ergonomic assessments.

Module 5: Financial Well-being for Stability & Reduced Stress

- Understanding the impact of financial stress on employee performance and well-being.
- Key components of a robust financial wellness program (e.g., financial literacy, budgeting tools, retirement planning).
- Providing resources for debt management and financial counseling.
- Addressing diverse financial needs across employee demographics.
- **Case Study:** Showcase a company that introduced financial literacy workshops and saw a decrease in employee financial stress.

Module 6: Nurturing a Culture of Belonging & Inclusion

- Defining diversity, equity, inclusion, and belonging in the context of well-being.
- Strategies for building an inclusive environment where all employees feel valued and respected.
- Addressing unconscious bias and promoting equitable opportunities.
- The role of ERGs in fostering belonging.
- **Case Study:** Analyze how a diverse organization leveraged D&I initiatives to enhance overall employee well-being and social cohesion.

Module 7: Preventing Burnout & Promoting Work-Life Integration

- Identifying the signs and stages of burnout and chronic workplace stress.
- Strategies for setting healthy boundaries and promoting restorative practices.
- Implementing flexible work arrangements
- Encouraging time off and digital detox for optimal recovery.
- **Case Study:** Examine a company that successfully reduced burnout rates through flexible policies and stress management programs.

Module 8: The Role of Leadership in Championing Well-being

- Leaders as role models: demonstrating commitment to personal and organizational well-being.
- Developing empathetic and compassionate leadership skills.
- Training managers to identify and support employees in distress.
- Communicating well-being initiatives effectively from the top down.
- **Case Study:** Highlight a CEO or leadership team that demonstrably transformed their organization's well-being culture.

Module 9: Measuring the Impact: Well-being Analytics & ROI

- Key metrics for tracking employee well-being and program effectiveness.
- Collecting and analyzing data ethically and responsibly.
- Calculating the return on investment (ROI) of well-being initiatives.
- Using data to refine strategies and demonstrate value to stakeholders.
- **Case Study:** Present an organization that used data analytics to show a clear ROI for its well-being investments.

Module 10: Crisis Management & Critical Incident Support

- Developing a framework for supporting employees during organizational crises or personal tragedies.
- Providing immediate and long-term psychological first aid.
- Access to professional counseling and mental health services.
- Building a resilient support network within the organization.
- **Case Study:** Review an organization's effective response to a critical incident, highlighting compassionate employee support.

Module 11: Well-being Technology & Digital Solutions

- Exploring various well-being apps, platforms, and wearables.
- Leveraging AI for personalized well-being recommendations and support.
- Data privacy and ethical considerations in using well-being technology.
- Integrating digital tools seamlessly into existing HR systems.
- **Case Study:** Discuss a company's successful implementation of a digital well-being platform and its impact.

Module 12: Creating a Sustainable Well-being Strategy

- Developing a long-term, adaptive well-being roadmap.
- Securing budget and resources for ongoing well-being initiatives.
- Integrating well-being into overall business strategy and KPIs.
- Fostering a continuous improvement mindset for well-being programs.
- **Case Study:** Analyze a large corporation's multi-year well-being strategy and its evolving components.

Module 13: Promoting a Learning Culture for Growth & Adaptability

- The link between continuous learning, skill development, and employee well-being.
- Providing opportunities for upskilling and reskilling in a rapidly changing environment.
- Encouraging a growth mindset and embracing innovation.
- Creating pathways for career progression and internal mobility.
- **Case Study:** Showcase an organization that fosters a strong learning culture, leading to higher employee satisfaction and innovation.

Module 14: Community Engagement & Social Responsibility

- Extending well-being beyond the workplace to community involvement.
- Volunteering opportunities and corporate social responsibility (CSR) initiatives.
- Building external social capital through partnerships and outreach.
- The positive feedback loop between community engagement and employee pride.

- **Case Study:** Explore a company's successful CSR program that positively impacted both employees and external communities.

Module 15: Future-Proofing Performance through Human Sustainability

- Synthesizing all learned concepts to create a holistic approach to human capital.
- Anticipating future challenges and opportunities in the well-being landscape.
- Developing a strategic action plan for individual and organizational application.
- The long-term competitive advantage of human-centric organizations.
- **Case Study:** A forward-thinking organization that has successfully integrated human sustainability into its core business model.

Training Methodology

This training course will utilize a blended and highly interactive methodology to ensure maximum engagement and practical application. Elements include:

- **Interactive Facilitator-Led Sessions:** Dynamic presentations, group discussions, and Q&A sessions.
- **Experiential Learning Activities:** Role-playing, simulations, and group exercises to apply concepts.
- **Case Study Analysis:** In-depth examination of real-world scenarios and best practices.
- **Practical Tools & Templates:** Provide actionable resources for immediate implementation.
- **Peer-to-Peer Learning:** Opportunities for participants to share experiences and insights.
- **Self-Reflection Exercises:** Promote personal growth and understanding of individual well-being needs.
- **Action Planning Workshops:** Guide participants in developing tailored strategies for their organizations.
- **Expert Guest Speakers:** Industry leaders sharing their insights and experiences (where applicable).
- **Pre and Post-Course Assessments:** To gauge learning and program effectiveness.

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 tr

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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