

Fit for Work Programme Training for HR Professionals



Overall Objectives

The aim of the training workshop is to provide a safe and challenging environment for HR professionals to enhance their capacity to deal effectively with complex, sensitive and emotive situations involving staff with health issues.

Programme Objectives

The programme provides an opportunity for HR professionals to:

- ∂ Develop practical skills in how to coach and support line managers to deal effectively with staff who have health issues.
- ∂ Enhance their confidence and ability to deal directly with a staff member who has a physical or mental health condition, particularly in complex and sensitive situations.
- ∂ Improve self awareness about the impact that dealing with health issues has on them personally.
- ∂ Learn how to manage their own emotions while dealing with the health issues of a staff member or supporting a line manager.
- ∂ Develop their ability to manage the interaction with someone with a health issue so that the emotions of that person do not stop them doing what they need to do in their HR role.
- ∂ Improve their mediation skills to deal with health issues that could or have become an employee relations issue.
- ∂ Increase awareness and effectively manage appropriate boundaries in complex health situations.

Benefits

This HR Professional Training can deliver:

- ∂ increased confidence and competence of the HR function to deal with complex, sensitive and emotive health issues in future
- ∂ HR Professionals enabling and building confidence of line managers to deal effectively with health issues of staff

- ∂ reduced stress levels within the HR department
- ∂ enhanced co-ordination and co-operation between HR function, line managers and other allied health professionals

Format of programme

We design the programme to suit your organisational requirements, which could include:

- ∂ Practical activities to develop the core skills needed to deal sensitively and effectively with individuals who have health issues.
- ∂ Presentations of guidelines, frameworks, skills and practical tips from programme staff using interactive methods such as case studies, videos, and group discussion.
- ∂ One-to-one and small group discussions to share real life experiences and application of the learning from the programme to HR Professional's role

Evaluation of Return on Investment

Workplace Potential is currently undertaking research with existing clients to evaluate our services and demonstrate return on investment. We would recommend that you incorporate an evaluation process alongside your Fit for Work programme to measure and evaluate return on investment within your organisation.

Contact details

If you would like more information please contact:

Dr Linda Hoyle
Workplace Potential Ltd
p. 07989 409076
e. linda.hoyle@workplacepotential.com
w. www.workplacepotential.com

Postal Address:
Workplace Potential Ltd
PO Box 1450, BEDFORD, MK43 6AL