

Fit for Work Programme

Line Manager Training



Overall Objectives

The aim of the training workshop is to provide a safe and challenging environment for line managers to learn how to sustain individual and team performance by dealing effectively with staff who have health issues.

Who is it for?

- ∂ Experienced and senior managers who would like to enhance their capacity to deal with complex and sensitive situations concerning the health issues of staff
- ∂ Individuals who are new to a line manager role and will have responsibility for dealing with a team of staff so will at some time have to deal with managing health issues
- ∂ As part of an induction programme for groups of line managers who are new to the organisation and will need to understand and implement the organisations policies on managing health issues

Programme Objectives

The programme provides an opportunity for line managers to:

- ∂ Develop practical skills in how to deal effectively with the person with health issues and at the same time sustain performance in the team.
- ∂ Enhance their ability to deal with complex and sensitive situations involving a staff member with physical or mental health conditions.
- ∂ Learn how to deal with performance management issues when someone has a physical or mental health condition.
- ∂ Improve self awareness about the impact that dealing with health issues has on them.
- ∂ Learn how to manage their own emotions while dealing with the health issues of a staff member.
- ∂ 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 as their line manager.

- ∂ Understand the health management system in their organisation and be clear about what is their responsibility with staff.
- ∂ Identify what support they need from elsewhere in the organisation to help them manage health issues in their team.
- ∂ Enhance their ability to manage upwards to their own line manager while managing health issues in their team.

Format of programme

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

- ∂ Practical activities to develop the line management 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 line management 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

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