

# Fit for Work Programme Team Development



## Overall Objectives

The aim of the team development intervention is to provide a safe, confidential and supportive environment for groups to work together to deal with how to handle complex and sensitive health issues in the workplace.

Team development can be provided in two ways:

- ∂ Bespoke designed intervention to support a work team that is dealing with a team member who has a physical or mental health issue
- ∂ Regular and consistent work discussion group format for a group of line managers or HR professionals to support each other in how to deal effectively with staff who have health issues

## Team Intervention

The team dynamics amongst people working closely with someone who has a health issue may be affected both in the short and long term. We can design a bespoke programme of support that could help them to:

- ∂ provide a confidential one-to-one coaching session for individuals to talk about the issue and how it affects them
- ∂ facilitate a team meeting to help the group to acknowledge and address any negative impacts which may evolve
- ∂ develop individual and team strategies to manage effectively the impact of the health issue in the future

## Work Discussion Groups

Line Managers and HR professionals are often responsible for dealing directly with situations involving health-related issues, which can be particularly challenging, complex and sensitive. Being part of a regular and consistent work discussion group could help them to:

- ∂ learn examples of best practice from peers
- ∂ realise that they face similar challenges to peers in dealing with complex health situations
- ∂ understand the underlying team dynamics that can arise when an individual has a physical or mental health issue
- ∂ feel more supported in their role, which can increase confidence in dealing with challenging situations

## Benefits

Team development can deliver:

- ∂ reduced levels of sickness absence
- ∂ improved individual and team productivity
- ∂ reduced cost of back-filling a role when someone is on long term sick
- ∂ reduced cost of HR and line manager time
- ∂ fewer formal grievance procedures
- ∂ fewer employee relations disputes and industrial tribunals
- ∂ positive impact on wider team and organisational morale

## 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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