Strategic Employee Wellness and Mental Health Training Course



02 - 06 Nov 2026

Lisbon

4500 € (Per Person)

Ref: #HR8559_163993

Course Introduction / Overview:

In today's competitive business landscape, organizational success is intrinsically linked to the health and vitality of its workforce. This course moves beyond reactive measures to empower organizations to build a proactive and sustainable culture of wellbeing. We will explore the foundational principles of corporate wellness, drawing on insights from leading experts like Sir Cary Cooper, a pioneer in the field of organizational psychology and workplace health. Participants will learn to design, implement, and measure comprehensive wellness strategies that address the full spectrum of employee needs, from mental and emotional health to physical and financial security. This program, offered by BIG BEN Training Center, delves into practical frameworks for creating psychologically safe environments, reducing burnout, and tackling the stigma associated with mental health. By referencing concepts that highlight the tangible costs of a toxic workplace, such as those discussed in contemporary management literature, this course provides a compelling business case for investing in employee wellbeing. It is a comprehensive journey from understanding the core issues to developing a data-driven strategy that enhances employee engagement, boosts productivity, and fosters a resilient and thriving organizational culture.

Target Audience / This training course is suitable for:

- Human Resources Managers and Professionals.
- Team Leaders, Supervisors, and Department Heads.
- C-Suite Executives and Senior Leadership.
- Corporate Wellness Officers and Coordinators.
- Occupational Health and Safety Specialists.
- Employee Relations and Engagement Managers.
- Organizational Development Practitioners.
- Anyone responsible for employee wellbeing and corporate culture.

Target Sectors and Industries:

- Technology and IT Services.
- Healthcare and Pharmaceuticals.
- Banking, Finance, and Insurance.
- Consulting and Professional Services.
- Education and Academia.
- Manufacturing and Engineering.
- Retail and Customer Service.
- Government Agencies and Public Sector Organizations.
- Non-Profit and Charitable Organizations.

Target Organizations Departments:

- Human Resources.
- Executive Leadership and Management.
- Health, Safety, and Environment (HSE).
- Operations Management.
- Employee Engagement and Internal Communications.
- Training and Development.
- Legal and Compliance.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop a strategic, data-driven employee wellness and mental health program.
- Identify and mitigate key workplace stressors and risk factors for burnout.
- Foster a culture of psychological safety and open communication about mental health.
- Implement effective mental health support systems, including Employee Assistance Programs (EAPs).
- Train managers to recognize signs of distress and support their teams effectively.
- Design initiatives that promote work-life balance and employee resilience.
- Measure the return on investment (ROI) and overall impact of wellness initiatives.
- Ensure legal and ethical compliance in all mental health and wellness policies.
- Champion a holistic approach to wellbeing that includes physical, mental, and financial health.

Course Methodology:

The training methodology for this course is designed to be highly interactive, practical, and engaging, ensuring participants can translate theory into actionable strategies. At BIG BEN Training Center, we believe in the power of experiential learning. The program will utilize a blend of expert-led presentations, real-world case study analyses, and collaborative group discussions to explore complex challenges in corporate wellness. Participants will engage in hands-on workshops to draft wellness policies and design communication plans. Interactive activities and role-playing scenarios will be used to build practical skills in areas such as supportive conversations with employees and managing sensitive situations. The course encourages peer-to-peer learning, allowing attendees from diverse industries to share best practices and innovative solutions. Continuous feedback from the facilitator will be provided throughout the sessions to guide learning and development. This blended approach ensures that participants leave not just with knowledge, but with the confidence and tools to implement meaningful change within their organizations.

Course Agenda (Course Units):

Unit One: Foundations of Corporate Wellness and Mental Health

- The strategic importance of employee wellbeing in the modern workplace.
- Understanding the spectrum of mental health and mental illness.
- The business case for investing in a mentally healthy workplace.
- Legal and ethical considerations for employers.
- Key concepts including psychological safety, burnout, and presenteeism.
- Identifying and challenging mental health stigma in the organization.
- An overview of holistic wellness models (physical, mental, financial, social).

Unit Two: Designing a Comprehensive Wellness Strategy

- Conducting a thorough needs assessment and organizational diagnosis.
- Setting clear, measurable objectives and key performance indicators (KPIs).
- Gaining leadership buy-in and securing a budget.
- Designing a multi-faceted program tailored to your workforce.
- Integrating wellness into the overall business strategy and company values.
- Developing robust mental health and wellbeing policies.
- Selecting and vetting external partners and wellness vendors.

Unit Three: Implementing Proactive Mental Health Initiatives

- The role and structure of Employee Assistance Programs (EAPs).
- Implementing stress management and resilience training workshops.
- Promoting mindfulness and mental fitness practices at work.
- Establishing Mental Health First Aid programs and peer support networks.
- Creating awareness campaigns to de-stigmatize mental health.
- Leveraging technology and digital tools for wellness support.
- Addressing specific challenges like remote work and digital fatigue.

Unit Four: The Leader's Role in Fostering a Supportive Culture

- Training managers to lead with empathy and support employee wellbeing.
- Facilitating supportive conversations about mental health.
- Promoting healthy work-life integration and flexible work arrangements.
- Building resilient teams through positive leadership practices.
- Effective communication strategies for wellness initiatives.
- Recognizing the signs of employee distress and knowing how to respond.
- Embedding wellbeing into performance management and feedback processes.

Unit Five: Measuring Impact and Ensuring Sustainability

- Developing a framework for measuring the ROI of wellness programs.
- Tracking key metrics such as absenteeism, turnover, and engagement.
- Utilizing surveys and feedback channels to gauge employee sentiment.
- Analyzing data to refine and improve the wellness strategy.
- Communicating program successes to stakeholders and the wider organization.
- Planning for the long-term sustainability of the wellness culture.
- Exploring future trends and innovations in corporate wellbeing.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

Beyond ROI, how can an organization qualitatively measure the deep-seated cultural shift resulting from a truly embedded wellness strategy?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by adopting a deeply strategic and systemic approach, moving far beyond surface-level perks and isolated wellness events. While many programs focus on individual coping mechanisms, our curriculum emphasizes the organization's responsibility in creating a fundamentally healthy work environment. We focus on equipping leaders and HR professionals with the skills to architect a culture of psychological safety, a concept that is foundational to true employee wellbeing and innovation. The content is rooted in organizational psychology and evidence-based practices, focusing on proactive prevention rather than solely reactive interventions. A key differentiator is the strong emphasis on leadership accountability and the practical skills needed to train managers to be the first line of support. Participants will not just learn about wellness theories; they will engage in practical workshops to design policies, build business cases, and develop measurement frameworks. This course provides a holistic, data-driven, and culture-focused roadmap for embedding sustainable wellbeing into the very DNA of an organization, ensuring long-term impact on both people and performance.