Strategic Workload Management and Burnout Prevention Training Course



21 - 25 Dec 2026

Milan

5900 € (Per Person)

Ref: #PRO4796_121416

Course Introduction / Overview:

In today's fast-paced professional landscape, the ability to manage workloads proactively is no longer a soft skill but a critical component of sustainable success and organizational health. This course addresses the pervasive issue of burnout, which, as pioneering researcher Christina Maslach outlines in her work, including the book "The Truth About Burnout", is a systemic issue stemming from a chronic mismatch between individuals and their jobs. This training program moves beyond simplistic time management tips to offer a comprehensive framework for mastering workload, preventing exhaustion, and fostering a culture of well-being. At BIG BEN Training Center, we have designed this curriculum to empower professionals with practical strategies to not only manage their tasks efficiently but also to cultivate the resilience needed to thrive under pressure. Participants will explore the psychological and organizational drivers of burnout, learn to identify early warning signs in themselves and others, and master techniques for setting boundaries, managing energy, and leading with empathy. This course provides a strategic toolkit for transforming workplace stress into sustainable performance and creating an environment where both individuals and the organization can flourish.

Target Audience / This training course is suitable for:

- Managers and Team Leaders.
- Human Resources Professionals.
- Project Managers and Coordinators.
- Executives and Senior Leadership.
- Employees in high-pressure roles.
- Operations and Department Heads.
- Wellness and Employee Engagement Specialists.
- Any professional seeking to improve productivity and well-being.

Target Sectors and Industries:

- Information Technology and Software Development.
- Healthcare and Medical Services.
- Financial Services, Banking, and Insurance.
- Consulting and Professional Services.
- Education and Academia.
- Telecommunications and Media.
- Governmental Agencies and Public Sector Organizations.
- Manufacturing and Engineering.
- Retail and Customer Service.

Target Organizations Departments:

- Human Resources.
- Operations Management.
- Project Management Office (PMO).
- Sales and Business Development.
- Customer Support and Service.
- Information Technology (IT).
- Research and Development (R&D).
- Marketing and Communications.
- Finance and Accounting.

Course Offerings:

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

- Identify the root causes and early warning signs of workplace burnout.
- Implement advanced prioritization and time management techniques.
- Develop robust strategies for managing stress and building personal resilience.
- Establish and communicate healthy professional boundaries effectively.
- Foster a psychologically safe and supportive team environment.
- Enhance energy management for sustained high performance.
- Create a personalized action plan to prevent future burnout.
- Lead teams with a focus on well-being and sustainable productivity.
- Apply communication skills to manage expectations and workload.

Course Methodology:

The training methodology for this course is designed to be highly interactive, experiential, and practical, ensuring that participants can immediately apply their learning to their professional roles. BIG BEN Training Center utilizes a blended learning approach that combines expert-led presentations with a variety of engaging activities. The curriculum is built around real-world case studies that allow participants to analyze complex workload and burnout scenarios and develop strategic solutions. Group discussions and brainstorming sessions encourage peer-to-peer learning and the sharing of diverse perspectives. Interactive workshops and role-playing exercises provide a safe environment to practice new skills, such as setting boundaries and conducting supportive conversations. Self-assessment tools will be used to help participants gain insight into their current work habits and stress triggers. Our expert facilitators foster a collaborative atmosphere, providing personalized feedback and guiding participants in creating actionable plans. The focus is on practical application, ensuring a transformative learning experience that extends far beyond the training room.

Course Agenda (Course Units):

Unit One: The Foundations of Burnout and Workload Dynamics

- Defining burnout, stress, and pressure.
- The six key organizational causes of burnout.
- Recognizing the physical, emotional, and cognitive symptoms.
- The science of the stress response and its long-term impact.
- Assessing personal and team vulnerability to burnout.
- The high cost of burnout for individuals and organizations.
- Shifting from a reactive to a proactive prevention mindset.

Unit Two: Strategic Time and Priority Management

- Beyond the basics of time management.
- The Eisenhower Matrix for effective prioritization.
- Time blocking and deep work techniques for enhanced focus.
- Strategies for managing digital distractions and interruptions.
- Delegating effectively to balance team workload.
- Conducting a personal time audit to identify inefficiencies.
- Managing meetings to maximize productivity and minimize drain.

Unit Three: Building Personal Resilience and Energy Management

- Understanding the principles of energy management, not just time management.
- Techniques for managing emotional responses to workplace stressors.
- Mindfulness and relaxation practices for mental clarity.
- The role of nutrition, sleep, and physical activity in resilience.
- Developing a growth mindset to navigate challenges.
- Cognitive reframing to change perspectives on stress.
- Strategies for effective detachment and recovery from work.

Unit Four: Setting Boundaries and Fostering a Supportive Culture

- The art of saying no and managing expectations.
- Communicating workload limitations constructively.
- Creating clear boundaries between work and personal life.
- The leader's role in modeling healthy work habits.
- Building psychological safety within teams.
- Techniques for empathetic listening and supportive communication.
- Addressing team conflicts arising from workload pressures.

Unit Five: Creating a Sustainable Performance Action Plan

- Developing a personalized burnout prevention plan.
- Setting realistic goals for workload management and well-being.
- Strategies for sustaining new habits and avoiding old patterns.
- Advocating for systemic changes within the organization.
- How to conduct regular well-being check-ins with your team.
- Measuring the impact of improved workload management.
- Committing to long-term well-being as a performance strategy.

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:

How can an organization systemically embed burnout prevention into its core operational processes rather than treating it as an individual employee's responsibility?

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

This course distinguishes itself by adopting a systemic and proactive approach to a problem often treated with superficial, individual-focused solutions. Unlike programs that merely offer stress-reduction tips, this training delves into the organizational root causes of burnout, drawing on established psychological research like that of Christina Maslach. It equips leaders and professionals not just to cope, but to fundamentally reshape their work environment for sustainable performance. The curriculum uniquely integrates personal resilience-building with practical strategies for influencing team and organizational culture, creating a powerful dual-focus. We emphasize energy management over simple time management, recognizing that human performance is not linear. Participants leave not with a list of productivity hacks, but with a strategic framework for analyzing workload, setting intelligent boundaries, and fostering psychological safety. The course is built on a foundation of actionable insights, moving beyond theory to provide a clear roadmap for creating a workplace where well-being and high achievement are not competing priorities, but mutually reinforcing goals.