

Stress Awareness – Managers

These experiential and practice based workshops provide a sound framework for managers responsible for staff who are at risk from high levels of stress. This HSE compliant module is specially designed to help them understand and recognise the early signs of stress in their staff and the steps to take to reduce the negative impact. We review the statutory legal obligations towards staff and explore how to reduce stress risk. The workshop links the HSE guidelines to the practical interventions managers can take to identify and reduce workplace stress and encourage a positive approach to well-being. It includes stress management techniques for the managers themselves.

content

- Managing stress responsively – key management skills
- Legal and Health and Safety requirements
- Understanding the risk to the organisation
- Balancing the interests of all concerned
- Occupational and organisational stress factors
- Recognising the signs of stress and long term effects
- Understanding the impact on individual and team performance
- Hearing ‘the message’ in staff complaints
- Suitable responses to ‘cries for help’
- HSE Management Standards and what they mean in practical terms
- Three levels of intervention by managers
- Practical strategies for reducing stress among staff

- Delegation, supervision and support
- Developing a stress management programme at work
- Sources of help and support
- Emotional hygiene and personal stress management
- Demonstration of ‘stress inoculation’ techniques

objectives

Improve awareness of the negative effects of stress

Identify problems at an early stage

Understand the Health and Safety and legal implications

Recognise the risk to the individual and the organisation and how to reduce it

Develop strategies for using the manager’s role responsively

Understand the HSE standards and compliance

Identify techniques for handling occupational stress among staff

Acquire practical information and advice on stress management

Use a range of stress reduction measures

Help staff develop their own ways of coping under pressure

Use reporting methods to protect staff and employer

Know how to get guidance and support