



Stress-Aware Leadership Programme

Designed for leaders who want to manage stress within their team more consciously and effectively

Healthy employees create healthy organisations and vice versa. That's why we are committed to working with you to ensure a safe, healthy work environment where employees enjoy working. That requires a broad perspective and an integrated approach to prevention, absence and reintegration. Stress is playing an increasingly significant role here and it also has a direct impact on how employees and teams perform.

Leaders have an important role to play in identifying stress and in supporting individual employees and teams through it. They often find this difficult to achieve in their day-to-day work. The Stress-Aware Leadership Programme helps leaders act more consciously and effectively when dealing with stress, providing them with greater insight and skills. There is a need for innovative interventions that not only impart knowledge, but that also raise awareness, strike an emotional chord, and help facilitate lasting behavioural change.

Stress: a growing organisational issue

Stress in the workplace is on the rise. The number of employees taking sick leave due to psychological symptoms has been increasing for years. Over the past five years, absence due to stress-related issues has risen by 43%, with one in four days of sick leave now being attributed to stress.*

Stress is a complex issue. It stems from a combination of work, personality and factors beyond work. At the same time, stress is often treated as an individual problem, with the focus on leaving and returning to work. In practice, the impact goes further. Stress has a knock-on effect in teams, causing them to become unbalanced, increasing the workload, putting strain on teamwork dynamics and causing productivity to decline.

Managing stress places heavy demands on leaders

Leaders play a vital role in the stress management process. They are close to their teams and are often the first to identify any changes, helping to determine whether stress is addressed openly or if it remains under the surface. In practice, many managers find that dealing with stress among employees is anything but straightforward. It consumes (too) much of their time, they doubt the effectiveness of their approach and find that identifying and managing stress is often difficult. Challenging conversations, emotions, situation-specific support, privacy concerns, and their own personal beliefs on stress and vulnerability are all factors compound their already high 'regular' workload.

New: Stress-Aware Leadership Programme

To help empower managers in their roles, we have developed a scientifically grounded practical training programme. The programme combines learning, practical experience and application.

Leaders gain greater insight into stress – within themselves, individual employees and their teams – and are given the tools to deal with it effectively. This enables them to contribute to a working environment where stress can be discussed openly and teams can operate in a healthy and resilient manner, even when stressors are present.

What do leaders learn?

- Understanding how stress affects them, employees and teams
- Recognising stress before it escalates (e.g., signs such as worrying, apathy and tension)
- Effectively targeting stressors and energy resources
- Conducting conversations that create a sense of safety and lead to solutions



How is the programme structured?

The programme is blended and follows a logical learning pathway from understanding to application.

1. E-learning

An ongoing e-learning component is the common thread throughout the programme, and is composed of theory, assignments, tools and reflection.

2. Kick-off

The kick-off session brings participants together and lays the foundations for the programme. What is stress, what effect does it have (on me), how do you recognise it, and how do you identify risks within your team?

3. Training session: Stress & the individual

Managers practise conducting conversations about stress using their own case studies, with the support of a training actor.

4. Coaching by a psychologist

Through two one-to-one coaching sessions, participants gain insight into their own beliefs and behaviours with regard to stress and how this affects their role as a manager.

5. Training session: Stress & the team

This part of the training focuses on the team level and offers practical ways of working with the team to reduce stressors and improve resources. As well as: how to deal with stressors that are beyond the control of the manager and the team.

6. Final session

The final session focuses on reflecting on practical applications and on consolidating insights and skills, particularly in situations where the hustle and bustle of everyday life might put them in jeopardy.

Who is the programme for?

The programme has been developed for organisations that want to invest in the development of leaders in the area of stress prevention and management. The programme is suitable for leaders at every level, regardless of sector or the size of the organisation.

Are you interested or do you have any questions?

Would you like to help the leaders in your organisation develop their skills in preventing and managing stress? [Please contact us](#) to explore together what the Stress-Aware Leadership Programme can do for you.

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