MERCURY

Workplace Happiness & Well-being Course

4 – 8 October 2027
Johannesburg (South Africa)



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Workplace Happiness & Well-being Course

Ref: 15826_1066666 **Date:** 4 – 8 October 2027 **Location:** Johannesburg (South Africa) **Fees:** 5300 Euro

Introduction:

The Workplace Happiness and Well-being course explores the critical elements contributing to a positive and thriving work environment. Participants will gain insights into the impact of employee well-being on organizational success, productivity, and overall workplace culture.

Participants will cover practical strategies to enhance mental, emotional, and physical health at work, promoting a balance that leads to greater engagement, motivation, and job satisfaction. Whether They are managers or team members, this Workplace Happiness and Well-being course equips them with the tools to foster a happier, healthier, and more productive workplace.

The Workplace Happiness and Well-being course explores the importance of happiness and well-being, focusing on enhancing employee satisfaction and productivity. Participants will learn about workplace happiness, how it impacts performance, and its importance. It covers methods for measuring workplace happiness through tools like the workplace happiness index and strategies for creating happiness.

Understanding well-being in the workplace, its benefits, and actionable steps for improving well-being. Special emphasis is placed on employee well-being, emotional well-being in the workplace, and practical well-being in the workplace ideas to foster a supportive environment. Addressing how to improve well-being in the workplace equips leaders with the skills to promote a thriving and resilient workforce.

Targeted Groups:

- Human Resources Professionals.
- Managers and Team Leaders.
- Employee Wellness Coordinators.
- Organizational Development Specialists.
- Health and Safety Officers.
- Employees at all levels seek personal well-being strategies.
- Corporate Trainers and Coaches.
- Entrepreneurs and Small Business Owners.
- Wellness Advocates in the Workplace.

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Course Objectives:

At the end of this Workplace Happiness and Well-being course, the participants will be able to:

- Understand the key factors that contribute to workplace happiness and well-being.
- Learn strategies to improve employee mental, emotional, and physical health.
- Develop skills to foster a positive workplace culture and work environment.
- Identify and manage stress factors that impact productivity and engagement.
- Enhance leadership abilities to promote well-being within teams.
- Learn to implement effective wellness programs in the workplace.
- Cultivate emotional intelligence to improve interpersonal relationships at work.
- Understand the role of work-life balance in overall employee well-being.
- Measure and evaluate the impact of well-being initiatives on organizational performance.

Targeted Competencies:

By the end of this Workplace Happiness and Well-being training, the participant's competencies will:

- Employee Engagement and Motivation.
- Stress Management Techniques.
- Emotional Intelligence in the Workplace.
- Mental Health Awareness.
- Conflict Resolution and Communication Skills.
- Leadership in Promoting Well-being.
- Work-Life Balance Strategies.
- Wellness Program Design and Implementation.
- Positive Workplace Culture Development.
- Organizational Resilience and Adaptability.

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Course Content:

Unit 1: Introduction to Workplace Happiness and Well-being:

- Understand the concept of workplace happiness.
- Explore the importance of well-being in the work environment.
- Identify the link between happiness, productivity, and organizational success.
- Review key theories and models of workplace well-being.
- Discuss the role of employee engagement in fostering happiness.
- Examine the impact of workplace culture on employee satisfaction.

Unit 2: Mental and Emotional Well-being:

- Learn techniques for managing stress in the workplace.
- Identify common mental health challenges employees face.
- Understand the role of emotional intelligence in workplace well-being.
- Explore mindfulness practices to reduce stress and improve focus.
- Learn how to create a mentally healthy work environment.
- Discuss the importance of work-life balance in supporting mental health.
- Develop coping strategies for overcoming workplace anxiety and burnout.

Unit 3: Physical Health and Well-being at Work:

- Examine the impact of physical health on employee performance.
- Discuss the importance of regular physical activity for overall well-being.
- Understand the role of nutrition and sleep in workplace performance.
- Implement workplace wellness programs to encourage physical health.
- Learn about ergonomics and how to prevent physical strain at work.
- Explore the benefits of taking breaks and staying active during work hours.
- Create a supportive environment for promoting physical health initiatives.

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Unit 4: Leadership and Organizational Support for Well-being:

- Understand the role of leadership in promoting workplace well-being.
- Explore leadership styles that foster a culture of happiness.
- Learn how managers can support employee mental health.
- Develop communication strategies to discuss well-being in the workplace.
- Identify ways to address employee concerns related to well-being.
- Explore organizational policies that encourage work-life balance.
- Create supportive structures for employee well-being at all organizational levels.

Unit 5: Building and Sustaining a Positive Workplace Culture:

- Learn the elements of a positive workplace culture.
- Discuss the role of trust and respect in employee happiness.
- Develop initiatives to encourage teamwork and collaboration.
- Create opportunities for employee recognition and appreciation.
- Implement feedback mechanisms to gauge employee satisfaction.
- Explore the impact of diversity and inclusion on workplace well-being.
- Measure the effectiveness of well-being initiatives and make improvements.