Workplace Health and Wellbeing Foundations Course

18 – 22 January 2027
Munich

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Training Center

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Ref: 1465_208159 **Date:** 18 – 22 January 2027 **Location:** Munich **Fees:** 5700 Euro

Overview

Workplace Health and Wellbeing Foundations Course is a one-week foundation course for employees, team leaders, human resources staff, occupational health teams, and workplace wellbeing coordinators who leave with a Workplace Wellbeing Action Pack. Participants explore healthy work habits, employee wellbeing, psychosocial risk awareness, workload and recovery, and workplace support routes through practical tools for movement, nutrition, sleep, boundaries, and supportive conversations. Agile Leaders Training Center presents workplace health and wellbeing as a shared daily practice.

Who Should Attend

- Teams responsible for applying healthy routines during daily work
- Personnel responsible for coordinating employee wellbeing activities
- Leaders responsible for workload, communication, and team support
- Staff responsible for occupational health awareness and referral routes
- People teams responsible for workplace policies and wellbeing resources

The course assumes participants contribute to daily workplace practices and leaves out clinical diagnosis, treatment, and individualized medical advice.

Departments and Industries

The course supports departments and industries seeking practical health and wellbeing practices for varied work settings.

- Human resources and people operations
- Occupational health, safety, and facilities teams
- Corporate, professional, and public services
- Manufacturing, logistics, and field operations
- Healthcare, education, and hospitality services

Learning Objectives

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

- Apply a workplace wellbeing dimensions map
- Analyze psychosocial and physical wellbeing factors
- Use workload and recovery planning tools
- Build practical movement, nutrition, and sleep routines
- Apply supportive conversation and referral boundaries
- Build a personal workplace wellbeing action plan

Course Agenda

Day 1: Workplace Wellbeing Foundations

- Workplace Wellbeing Dimensions Map
- Personal and Organizational Responsibility Matrix
- Healthy Work Habits Baseline Checklist
- Wellbeing Resource and Support Route Map
- Personal Priorities Reflection Card

Day 2: Psychosocial Awareness and Work Design

- Psychosocial Hazard Recognition Guide
- Workload and Work Pace Review Canvas
- Job Control and Role Clarity Questions
- Work-Life Boundary Mapping Tool
- Team Support and Communication Scan

Day 3: Physical Wellbeing and Recovery

- Movement Break Planning Grid
- Workstation Comfort Observation Checklist
- Hydration and Nutrition Routine Planner
- Sleep and Fatigue Awareness Log
- Recovery Window Scheduling Method

Day 4: Conversations and Support Routes

- Supportive Conversation Listening Framework
- Signs of Strain Observation Guide
- Role Boundary and Confidentiality Card
- Workplace Referral Decision Path
- Team Wellbeing Check-In Template

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Day 5: Workplace Wellbeing Practice

- Suggested Exercise: Wellbeing Factor Mapping
- Suggested Exercise: Workload and Recovery Planning
- Suggested Exercise: Healthy Routine Design
- Suggested Exercise: Supportive Conversation Practice
- Capstone Exercise: Workplace Wellbeing Action Pack

Practical Exercises

The course uses suggested activities with fictional office, manufacturing, logistics, healthcare, and service scenarios.

- Suggested activity: map physical and psychosocial factors affecting a fictional team's daily work.
- Suggested activity: design a workload, boundary, movement, nutrition, sleep, and recovery routine for a chosen role.
- Suggested activity: practice a supportive conversation while maintaining role boundaries and selecting an appropriate support route.
- Suggested activity: combine the course tools into a personal workplace wellbeing action plan.

FAQs

Who suits workplace health and wellbeing training, and what does it assume?

Workplace health and wellbeing training suits employees, team leaders, people teams, occupational health staff, and wellbeing coordinators. It assumes routine involvement in workplace practices and does not require clinical knowledge.

How does workplace wellbeing training differ from stress management training?

Workplace wellbeing training addresses physical habits, psychosocial factors, workload, recovery, support routes, and shared organizational practices, while stress management training usually focuses more narrowly on individual responses and coping techniques.

What are psychosocial risks in workplace health and wellbeing?

Psychosocial risks arise from how work is designed, organized, and managed, including workload, working time, role clarity, control, communication, relationships, and support.

What belongs in a workplace wellbeing action plan?

A workplace wellbeing action plan sets practical priorities, routines, boundaries, support routes, review points, and actions within the participant's role and influence.

Conclusion

Participants leave with a Workplace Wellbeing Action Pack containing assessment maps, routine planners, conversation prompts, referral paths, and an action plan. The pack helps participants turn wellbeing awareness into practical daily choices and team practices. It also clarifies personal boundaries, organizational responsibilities, and routes to qualified support.