Advanced Organizational Health and Wellbeing Leadership Course

12 – 16 April 2027
Milan

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Training Center

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Ref: 1499_210691 **Date:** 12 – 16 April 2027 **Location:** Milan **Fees:** 5700 Euro

Overview

Advanced Organizational Health and Wellbeing Leadership Course is a one-week course for workforce leaders and wellbeing professionals, who leave with an Organizational Health and Wellbeing Strategy Pack. The course connects ISO 45003:2021, psychosocial risk management, worker participation, inclusive interventions, manager capability, workforce data, wellbeing governance, measurement, evaluation, and continual improvement. Agile Leaders Training Center presents organizational health and wellbeing leadership as coordinated management practice.

Who Should Attend

- Leaders responsible for workforce health, wellbeing, and organizational performance
- Functions responsible for people strategy, employee experience, and inclusion
- Teams responsible for occupational health, safety, and psychosocial risk
- Managers responsible for team conditions, support, and work design
- Personnel responsible for workforce data, governance, and intervention evaluation

The course assumes participants influence workforce policy or management practice and leaves out clinical diagnosis, personal therapy, and jurisdiction-specific legal advice.

Departments and Industries

The course supports departments that coordinate workforce health and wellbeing across healthcare, public services, education, industry, and professional services.

- Human resources and people strategy functions
- Occupational health and workplace safety teams
- Healthcare quality and workforce operations departments
- Employee experience, inclusion, and organizational development teams
- Risk, governance, analytics, and senior leadership functions

Learning Objectives

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

- Analyze organizational health and wellbeing context and governance
- Apply ISO 45003:2021 psychosocial risk principles
- Build worker participation and stakeholder engagement mechanisms
- Evaluate inclusive interventions and manager capability needs
- Use workforce data and wellbeing measurement frameworks
- Prioritize evaluation, learning, and continual improvement actions

Course Agenda

Day 1: Wellbeing Strategy and Governance

- Organizational Health and Wellbeing System Map
- Workforce Wellbeing Strategy Canvas
- Governance, Accountability, and Decision-Rights Matrix
- Stakeholder and Worker Participation Map
- Wellbeing Policy and Objective Alignment Check

Day 2: Psychosocial Risk and Work Design

- ISO 45003:2021 Psychosocial Risk Framework
- Psychosocial Hazard Identification Register
- Job Demands, Control, and Support Analysis
- Work Design and Organizational Control Hierarchy
- Psychosocial Risk Prioritization Matrix

Day 3: Interventions and Manager Capability

- Organizational Intervention Portfolio Map
- Inclusive Wellbeing and Accessibility Checklist
- Manager Capability and Boundary Framework
- Reasonable Accommodation Decision Pathway
- Support, Referral, and Return-to-Work Protocol

Day 4: Data, Measurement, and Evaluation

- Workforce Health and Wellbeing Data Model
- Wellbeing Indicator and Metric Portfolio
- Intervention Logic Model and Outcome Chain
- Evaluation Design and Evidence Matrix
- Management Review and Improvement Dashboard

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Day 5: Organizational Wellbeing Leadership Practice

- Suggested Exercise: Wellbeing Governance Decision
- Suggested Exercise: Psychosocial Risk Control Review
- Suggested Exercise: Intervention Portfolio Prioritization
- Suggested Exercise: Wellbeing Evidence and Evaluation Briefing
- Capstone Exercise: Organizational Health and Wellbeing Strategy Pack

Practical Exercises

The course uses suggested activities with fictional healthcare, public-service, education, and professional-service workforce scenarios.

- Suggested activity: map governance, participation, accountability, policy, and strategic objectives.
- Suggested activity: assess psychosocial hazards and select organizational controls for a work-design scenario.
- Suggested activity: compare inclusive interventions, manager responsibilities, accommodations, and referral boundaries.
- Suggested activity: build a measurement and evaluation chain linking indicators to management decisions.

FAQs

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

Workforce leaders, wellbeing personnel, people partners, occupational health professionals, and managers suit the course; it assumes responsibility for workforce policy, conditions, data, or intervention decisions.

How does organizational health and wellbeing leadership differ from personal wellness training?

Organizational health and wellbeing leadership addresses governance, work design, psychosocial risks, participation, manager capability, data, and interventions rather than individual lifestyle advice.

How does ISO 45003:2021 support organizational wellbeing?

ISO 45003:2021 supports organizational wellbeing by providing guidance for identifying and managing psychosocial risk within an occupational health and safety management system.

Which workforce wellbeing data should leaders review?

Workforce wellbeing data can include psychosocial risk evidence, employee perspectives, absence, retention, engagement, occupational health use, intervention reach, outcomes, and equity indicators.

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How should organizational wellbeing interventions be evaluated?

Organizational wellbeing interventions should be evaluated through a defined logic model, baseline, process measures, outcome indicators, equity review, feedback, and documented management decisions.

Conclusion

Participants leave with an Organizational Health and Wellbeing Strategy Pack containing governance, risk, participation, intervention, capability, data, measurement, and evaluation tools. The pack links working conditions and workforce evidence to leadership decisions. It helps organizations prioritize controls, coordinate support, evaluate impact, and improve wellbeing practice.