

Prevention and Management of Psychosocial Risks (PSRs)

Duration : 2 days (14h)

Format: A mix of theoretical sessions, practical exercises and group work.

Date : On demand

OVERVIEW

Are your teams protected against psychosocial risks?

This training course aims to help managers, HR staff and employees better understand psychosocial risks, spot the warning signs, and take practical steps to prevent and manage them.

It offers practical tools and discussions based on real-life situations to enhance well-being at work whilst reducing the negative impact on teams' performance and health.

LEARNING OBJECTIVES

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

- Identify the main psychosocial risks (stress, burnout, conflicts, harassment) and their impacts.
- Analyse the causes and contributing factors of psychosocial risks within their organisation.
- Implement appropriate preventive measures.
- Effectively manage high-risk situations to protect staff.



PROGRAMME

Day 1: Understanding and preventing psychosocial risks

1. The basics of psychosocial risks (1h30)

- Definition : What are psychosocial risks?
- Different forms of psychosocial risks: stress, burnout, harassment, conflicts, etc.
- Challenges for the organisation: staff health, performance, legal liability.

2. Identifying the causes and recognising the warning signs (2 hours)

- Organisational, relational and individual factors.
- Visible symptoms and early warning signs at team and individual level.
- Case studies: analysis of real-life examples.

3. Assessing psychosocial risks (1h30)

- Introduction to assessment tools: questionnaires, audits, interviews.
- Developing a psychological risk assessment tailored to your specific context.
- Case study: reviewing and analysing existing assessments.

4. Drawing up a prevention plan (2 hours)

- Steps for developing a realistic and effective action plan.
- Prioritising actions: involving the various stakeholders within the organisation.
- Jointly developing a prevention plan.

Day 2 : Managing high-risk situations and fostering a calm environment

1. Dealing with a sensitive situation (2 hours)

- Techniques for listening to and supporting staff experiencing difficulties.
- Managing conflicts and defusing tensions.
- Role-play: simulating a crisis intervention scenario.

2. Raising awareness and engaging staff (2 hours)

- Effective awareness-raising initiatives: workshops, training sessions, internal communications.
- Engaging managers and staff in prevention efforts.
- Lessons learnt: best practices identified in other organisations.

3. Promoting wellbeing at work (1h30)

- Key factors for creating a supportive and motivating working environment.
- Valuing staff: recognition, dialogue and work-life balance.
- Workshop: drafting a wellbeing charter tailored to the organisation.

3. Assess the actions and adjust the approach (1h30)

- Monitoring preventive measures: which indicators should be used?
- Analysing results to drive continuous improvement.
- Review of the training and commitment of participants to taking concrete action..

TEACHING METHODS

- Simple, practical theoretical concepts.
- Real-life case studies to reinforce learning.
- Interactive workshops and the sharing of experiences amongst participants.

LEARNING OUTCOMES

- Staff capable of identifying and analysing psychosocial risks.
- An action plan for the prevention of psychosocial risks tailored to the organisation's context.
- Practices promote well-being and peace of mind at work.

CONTACT

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TARGET AUDIENCE

- Managers, HR managers, staff representatives or anyone involved in the prevention of psychosocial risks.
- For people with disabilities, the organisation undertakes to provide a room that complies with accessibility standards.