

HUMAN RESOURCES | COURSE BROCHURE

Wellbeing and Mental Health at Work for Managers

5 days | Classroom training | English

SMART HORIZON

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Course content

Why attend

Managers play a critical role in creating healthy workplaces, yet many feel unprepared to recognise or respond to mental health concerns. This course builds managers' confidence to support employee wellbeing, hold sensitive conversations, make reasonable adjustments and prevent work-related stress. Participants explore the causes of stress and burnout, legal responsibilities, workload and job design, signposting to professional support and their own wellbeing as leaders. The course focuses on practical behaviour that managers can apply immediately, within appropriate boundaries.

Poor mental health at work affects productivity, absence and retention, and managers are often the first to notice when someone is struggling. This course gives you the knowledge and skills to respond appropriately, create supportive team conditions and know when and how to refer people to specialist help.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

The course combines facilitated discussion, case scenarios, conversation practice in safe settings, stress risk-assessment exercises and personal reflection. It is not clinical training and does not qualify participants to diagnose or treat mental health conditions.

Course objectives

By the end of this course, participants will be able to:
• Explain the business and human case for workplace wellbeing
• Recognise early signs of stress, anxiety and burnout
• Hold supportive and confidential wellbeing conversations
• Identify work-related causes of stress and reduce them
• Understand managers' responsibilities and reasonable adjustments
• Develop a team wellbeing plan and look after their own wellbeing



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Target audience

This course is suitable for:
• Line managers and team leaders
• Department and functional heads
• HR professionals and HR business partners
• Health, safety and wellbeing coordinators
• Supervisors in high-pressure work environments

Target competencies

Participants will develop competencies in:
• Wellbeing awareness
• Supportive conversations
• Stress risk assessment
• Reasonable adjustments
• Healthy team practices
• Self-care for leaders

Course outline

Day 1: Understanding Workplace Wellbeing

09:00–09:54	Physical, mental, social and financial wellbeing
09:54–10:48	The impact of poor wellbeing on individuals and organisations
10:48–11:00	Common mental health conditions and stigma
11:00–11:30	**Coffee break**
11:30–12:12	Common mental health conditions and stigma (continued)
12:12–13:06	Organisational and legal responsibilities
13:06–14:00	Exercise: Assessing wellbeing in your team

Day 2: Stress, Burnout and Their Causes

09:00–09:54	How stress works and when it becomes harmful
09:54–10:48	Work-related stressors: demands, control, support and change
10:48–11:00	Recognising burnout and presenteeism



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11:00–11:30	**Coffee break**
11:30–12:12	Recognising burnout and presenteeism (continued)
12:12–13:06	Stress risk assessment approaches
13:06–14:00	Workshop: Identifying stress risks in a team

Day 3: Supportive Conversations

09:00–09:54	Preparing for a wellbeing conversation
09:54–10:48	Listening, empathy and appropriate boundaries
10:48–11:00	Confidentiality and record-keeping
11:00–11:30	**Coffee break**
11:30–12:12	Confidentiality and record-keeping (continued)
12:12–13:06	Signposting to professional and employee assistance support
13:06–14:00	Practice: Structured wellbeing conversations

Day 4: Adjustments, Absence and Return to Work

09:00–09:54	Reasonable adjustments and flexible arrangements
09:54–10:48	Managing absence with care and fairness
10:48–11:00	Supporting return to work after illness
11:00–11:30	**Coffee break**
11:30–12:12	Supporting return to work after illness (continued)
12:12–13:06	Working with HR and occupational health
13:06–14:00	Case study: Supporting an employee through a difficult period

Day 5: Creating a Healthy Team Culture

09:00–09:54	Workload, job design and realistic expectations
09:54–10:48	Psychological safety and inclusive team practices
10:48–11:00	Leaders' own wellbeing and role modelling



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11:00–11:30	**Coffee break**
11:30–12:12	Leaders' own wellbeing and role modelling (continued)
12:12–13:06	Measuring and sustaining wellbeing initiatives
13:06–14:00	Capstone: Team wellbeing action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.

Dates, venues and fees

Current published course plans. Fees are per participant in GBP, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (GBP)
Istanbul Confirmed dates	16 Nov 2026	20 Nov 2026	**£2,650.-**
Online Confirmed dates	16 Nov 2026	20 Nov 2026	**£1,250.-**
Amsterdam Confirmed dates	7 Dec 2026	11 Dec 2026	**£2,540.-**
Online Confirmed dates	7 Dec 2026	11 Dec 2026	**£1,250.-**
Singapore Confirmed dates	14 Dec 2026	18 Dec 2026	**£2,820.-**
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**£1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
London Confirmed dates	4 Jan 2027	8 Jan 2027	**£2,450.-**
Online Confirmed dates	4 Jan 2027	8 Jan 2027	**£1,250.-**
Cape Town Confirmed dates	11 Jan 2027	15 Jan 2027	**£1,890.-**
Online Confirmed dates	11 Jan 2027	15 Jan 2027	**£1,250.-**
Dubai Confirmed dates	18 Jan 2027	22 Jan 2027	**£3,150.-**
Online Confirmed dates	18 Jan 2027	22 Jan 2027	**£1,250.-**
Frankfurt Confirmed dates	1 Feb 2027	5 Feb 2027	**£2,650.-**
Online Confirmed dates	1 Feb 2027	5 Feb 2027	**£1,250.-**
Kuala Lumpur Confirmed dates	15 Feb 2027	19 Feb 2027	**£1,450.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Online Confirmed dates	15 Feb 2027	19 Feb 2027	**£1,250.–**
Paris Confirmed dates	1 Mar 2027	5 Mar 2027	**£2,860.–**
Online Confirmed dates	1 Mar 2027	5 Mar 2027	**£1,250.–**
Istanbul Confirmed dates	15 Mar 2027	19 Mar 2027	**£2,650.–**
Online Confirmed dates	15 Mar 2027	19 Mar 2027	**£1,250.–**
Barcelona Confirmed dates	22 Mar 2027	26 Mar 2027	**£2,840.–**
Online Confirmed dates	22 Mar 2027	26 Mar 2027	**£1,250.–**
Amsterdam Confirmed dates	5 Apr 2027	9 Apr 2027	**£2,540.–**
Online Confirmed dates	5 Apr 2027	9 Apr 2027	**£1,250.–**



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Dates, venues and fees (continued)

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Singapore Confirmed dates	19 Apr 2027	23 Apr 2027	**£2,820.–**
Online Confirmed dates	19 Apr 2027	23 Apr 2027	**£1,250.–**
London Confirmed dates	3 May 2027	7 May 2027	**£2,450.–**
Online Confirmed dates	3 May 2027	7 May 2027	**£1,250.–**
Rome Confirmed dates	10 May 2027	14 May 2027	**£2,450.–**
Online Confirmed dates	10 May 2027	14 May 2027	**£1,250.–**
Dubai Confirmed dates	17 May 2027	21 May 2027	**£3,150.–**
Online Confirmed dates	17 May 2027	21 May 2027	**£1,250.–**
Frankfurt Confirmed dates	7 Jun 2027	11 Jun 2027	**£2,650.–**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Online Confirmed dates	7 Jun 2027	11 Jun 2027	**£1,250.–**
Kuala Lumpur Confirmed dates	21 Jun 2027	25 Jun 2027	**£1,450.–**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**£1,250.–**
Paris Confirmed dates	5 Jul 2027	9 Jul 2027	**£2,860.–**
Online Confirmed dates	5 Jul 2027	9 Jul 2027	**£1,250.–**
Cape Town Confirmed dates	12 Jul 2027	16 Jul 2027	**£1,890.–**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**£1,250.–**
Istanbul Confirmed dates	19 Jul 2027	23 Jul 2027	**£2,650.–**
Online Confirmed dates	19 Jul 2027	23 Jul 2027	**£1,250.–**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Amsterdam Confirmed dates	2 Aug 2027	6 Aug 2027	**£2,540.-**
Online Confirmed dates	2 Aug 2027	6 Aug 2027	**£1,250.-**
Singapore Confirmed dates	16 Aug 2027	20 Aug 2027	**£2,820.-**
Online Confirmed dates	16 Aug 2027	20 Aug 2027	**£1,250.-**
London Confirmed dates	6 Sept 2027	10 Sept 2027	**£2,450.-**
Online Confirmed dates	6 Sept 2027	10 Sept 2027	**£1,250.-**
Vienna Confirmed dates	13 Sept 2027	17 Sept 2027	**£2,940.-**
Online Confirmed dates	13 Sept 2027	17 Sept 2027	**£1,250.-**
Dubai Confirmed dates	20 Sept 2027	24 Sept 2027	**£3,150.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Online Confirmed dates	20 Sept 2027	24 Sept 2027	**£1,250.–**
Frankfurt Confirmed dates	4 Oct 2027	8 Oct 2027	**£2,650.–**
Online Confirmed dates	4 Oct 2027	8 Oct 2027	**£1,250.–**
Kuala Lumpur Confirmed dates	18 Oct 2027	22 Oct 2027	**£1,450.–**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**£1,250.–**
Paris Confirmed dates	1 Nov 2027	5 Nov 2027	**£2,860.–**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**£1,250.–**
Istanbul Confirmed dates	15 Nov 2027	19 Nov 2027	**£2,650.–**
Online Confirmed dates	15 Nov 2027	19 Nov 2027	**£1,250.–**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Rome Confirmed dates	22 Nov 2027	26 Nov 2027	**£2,450.-**
Online Confirmed dates	22 Nov 2027	26 Nov 2027	**£1,250.-**
Amsterdam Confirmed dates	6 Dec 2027	10 Dec 2027	**£2,540.-**
Online Confirmed dates	6 Dec 2027	10 Dec 2027	**£1,250.-**
Singapore Confirmed dates	13 Dec 2027	17 Dec 2027	**£2,820.-**
Online Confirmed dates	13 Dec 2027	17 Dec 2027	**£1,250.-**



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Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon UK certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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View the latest course details online