

HUMAN RESOURCES | COURSE BROCHURE

Workplace Mental Health and Wellbeing Programmes

5 days | Classroom training | English

SMART HORIZON

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Explore current programmes

https://smarthorizon.uk



Course content

Why attend

Mental health issues are a leading cause of absence and reduced productivity. This course helps HR and managers build effective wellbeing programmes: understanding common mental health conditions, reducing workplace stressors, training managers, providing support services, making reasonable adjustments and measuring outcomes.

Supportive workplaces improve wellbeing and performance. You will learn evidence-based steps to support employee mental health.

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

Expert briefings, programme design workshops, manager conversation practice and case studies.

Course objectives

By the end of this course, participants will be able to:
• Explain common mental health conditions and their impact
• Identify organisational stressors
• Design a wellbeing strategy
• Train managers to support employees
• Provide support services and adjustments
• Measure programme outcomes

Target audience

This course is suitable for:
• HR and wellbeing managers
• Occupational health professionals
• Line managers
• Health and safety managers
• Employee assistance coordinators



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Target competencies

Participants will develop competencies in:

- Wellbeing strategy
- Stress risk assessment
- Supportive conversations
- Service design
- Outcome measurement

Course outline

Day 1: Mental Health at Work

09:00–10:08	Prevalence and impact
10:08–11:00	Stigma
11:00–11:30	**Coffee break**
11:30–11:45	Stigma (continued)
11:45–12:53	Legal duties
12:53–14:00	Exercise

Day 2: Organisational Factors

09:00–10:08	Work-related stress
10:08–11:00	Risk assessment
11:00–11:30	**Coffee break**
11:30–11:45	Risk assessment (continued)
11:45–12:53	Job design
12:53–14:00	Workshop

Day 3: Strategy

09:00–10:08	Wellbeing framework
10:08–11:00	Services and resources
11:00–11:30	**Coffee break**



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11:30–11:45	Services and resources (continued)
11:45–12:53	Policies
12:53–14:00	Exercise

Day 4: Managers' Role

09:00–10:08	Spotting signs
10:08–11:00	Supportive conversations
11:00–11:30	**Coffee break**
11:30–11:45	Supportive conversations (continued)
11:45–12:53	Return to work
12:53–14:00	Role play

Day 5: Measuring

09:00–10:08	Indicators
10:08–11:00	Evaluation
11:00–11:30	**Coffee break**
11:30–11:45	Evaluation (continued)
11:45–12:53	Continuous improvement
12:53–14:00	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.



Course content

Dates, venues and fees

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

Venue	Start date	End date	Fee (GBP)
Paris Confirmed dates	9 Nov 2026	13 Nov 2026	**£2,860.–**
Online Confirmed dates	9 Nov 2026	13 Nov 2026	**£1,250.–**
Barcelona Confirmed dates	23 Nov 2026	27 Nov 2026	**£2,840.–**
Online Confirmed dates	23 Nov 2026	27 Nov 2026	**£1,250.–**
London Confirmed dates	14 Dec 2026	18 Dec 2026	**£2,450.–**
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**£1,250.–**
Rome Confirmed dates	18 Jan 2027	22 Jan 2027	**£2,450.–**
Online Confirmed dates	18 Jan 2027	22 Jan 2027	**£1,250.–**
Dubai Confirmed dates	8 Feb 2027	12 Feb 2027	**£3,150.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Online Confirmed dates	8 Feb 2027	12 Feb 2027	**£1,250.–**
Barcelona Confirmed dates	1 Mar 2027	5 Mar 2027	**£2,840.–**
Online Confirmed dates	1 Mar 2027	5 Mar 2027	**£1,250.–**
Vienna Confirmed dates	15 Mar 2027	19 Mar 2027	**£2,940.–**
Online Confirmed dates	15 Mar 2027	19 Mar 2027	**£1,250.–**
Cape Town Confirmed dates	5 Apr 2027	9 Apr 2027	**£1,890.–**
Online Confirmed dates	5 Apr 2027	9 Apr 2027	**£1,250.–**
Vienna Confirmed dates	26 Apr 2027	30 Apr 2027	**£2,940.–**
Online Confirmed dates	26 Apr 2027	30 Apr 2027	**£1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Amsterdam Confirmed dates	17 May 2027	21 May 2027	**£2,540.-**
Online Confirmed dates	17 May 2027	21 May 2027	**£1,250.-**
Cape Town Confirmed dates	7 Jun 2027	11 Jun 2027	**£1,890.-**
Online Confirmed dates	7 Jun 2027	11 Jun 2027	**£1,250.-**
Dubai Confirmed dates	21 Jun 2027	25 Jun 2027	**£3,150.-**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**£1,250.-**
Istanbul Confirmed dates	12 Jul 2027	16 Jul 2027	**£2,650.-**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**£1,250.-**
Kuala Lumpur Confirmed dates	2 Aug 2027	6 Aug 2027	**£1,450.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Online Confirmed dates	2 Aug 2027	6 Aug 2027	**£1,250.-**
Dubai Confirmed dates	23 Aug 2027	27 Aug 2027	**£3,150.-**
Online Confirmed dates	23 Aug 2027	27 Aug 2027	**£1,250.-**
London Confirmed dates	13 Sept 2027	17 Sept 2027	**£2,450.-**
Online Confirmed dates	13 Sept 2027	17 Sept 2027	**£1,250.-**
Rome Confirmed dates	27 Sept 2027	1 Oct 2027	**£2,450.-**
Online Confirmed dates	27 Sept 2027	1 Oct 2027	**£1,250.-**
Frankfurt Confirmed dates	18 Oct 2027	22 Oct 2027	**£2,650.-**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**£1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Rome Confirmed dates	8 Nov 2027	12 Nov 2027	**£2,450.-**
Online Confirmed dates	8 Nov 2027	12 Nov 2027	**£1,250.-**
Cape Town Confirmed dates	29 Nov 2027	3 Dec 2027	**£1,890.-**
Online Confirmed dates	29 Nov 2027	3 Dec 2027	**£1,250.-**

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