

Course No. 1789

Employee Wellbeing & Burnout Prevention in a Rapidly Changing Work Environment Training Course

EMPLOYEE ENGAGEMENT & EMPLOYEE EXPERIENCE
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

This comprehensive training course addresses the growing importance of employee wellbeing, resilience, and burnout prevention in organizations experiencing rapid technological, operational, and organizational change. It provides managers, HR professionals, and organizational leaders with practical frameworks to recognize workplace stressors, understand burnout risks, and build healthier and more sustainable work environments.

Participants will explore the organizational and behavioral factors that contribute to employee stress and burnout, including workload, continuous change, role ambiguity, digital overload, limited resources, leadership practices, and workplace culture. The course emphasizes prevention and early intervention rather than treating burnout only after it becomes a serious performance or wellbeing issue.

The programme also focuses on the role of leadership and Human Resources in creating psychologically supportive workplaces, strengthening employee resilience, improving communication, managing workloads, and embedding wellbeing into organizational policies and practices.

Through practical exercises, workplace scenarios, assessments, and case studies, participants will develop actionable approaches to strengthen employee wellbeing, prevent burnout, support sustainable performance, and maintain workforce effectiveness during periods of significant organizational change.

Objectives

- By the end of this course, participants will be able to:
- Analyze the major causes and organizational drivers of employee stress and burnout.
- Identify early warning signs of burnout at individual, team, and organizational levels.
- Assess workplace factors that may negatively affect employee wellbeing and engagement.
- Evaluate the impact of rapid organizational change on employee resilience and psychological wellbeing.
- Develop practical approaches for preventing excessive workload and chronic workplace stress.

- Apply effective techniques for workload prioritization, role clarity, and sustainable performance.
- Strengthen leadership practices that support employee wellbeing and psychological safety.
- Implement effective communication approaches during periods of organizational uncertainty and change.
- Develop strategies for building employee resilience and adaptive capacity.
- Design workplace initiatives that promote healthy work practices and sustainable employee performance.
- Evaluate organizational wellbeing risks using appropriate indicators and employee feedback.
- Apply appropriate approaches for supporting employees experiencing significant workplace pressure.
- Integrate wellbeing considerations into change management and workforce strategies.
- Strengthen managers' capabilities to recognize, address, and escalate wellbeing concerns appropriately.
- Develop an organizational action plan for sustainable employee wellbeing and burnout prevention.

Who Should Attend

This course is designed for HR Directors, HR Managers, Human Capital leaders, Employee Experience Managers, Talent Management professionals, Organizational Development specialists, Learning and Development professionals, People Analytics teams, and Workforce Planning professionals.

It is also highly relevant to executives, department heads, line managers, team leaders, supervisors, change management professionals, organizational transformation leaders, and professionals responsible for employee engagement, workplace culture, performance management, and workforce sustainability.

The programme is particularly suitable for organizations undergoing digital transformation, restructuring, rapid growth, mergers, operational changes, technology adoption, or other environments where employees are exposed to sustained change and increased workplace pressure.

Learning Outcomes

- Upon completion of this course, participants will be able to:
- Recognize the difference between normal workplace pressure, chronic stress, and burnout.
- Identify behavioral, emotional, and organizational indicators of employee wellbeing risks.
- Diagnose workplace conditions that contribute to burnout and disengagement.
- Assess the wellbeing impact of organizational transformation and continuous change.
- Identify workload, role, leadership, and cultural factors affecting employee resilience.
- Apply practical techniques for improving workload management and work sustainability.
- Develop leadership approaches that encourage trust, openness, and psychological safety.
- Improve communication with employees during periods of uncertainty and organizational change.
- Support teams in developing resilience and adaptive capabilities.
- Use employee feedback and workforce indicators to identify emerging wellbeing issues.
- Design practical employee wellbeing and burnout prevention initiatives.
- Integrate wellbeing into organizational change and workforce management programmes.
- Establish appropriate managerial responses to employee wellbeing concerns.
- Develop sustainable approaches to employee engagement and performance.
- Create a practical Employee Wellbeing & Burnout Prevention Action Plan.

Course Outline

DAY 01

Employee Wellbeing, Workplace Stress & Burnout

- Understanding employee wellbeing and its organizational importance
- The relationship between wellbeing, engagement, productivity, and performance
- Understanding workplace stress and its organizational drivers
- Burnout: causes, characteristics, stages, and consequences
- Recognizing early warning signs of burnout
- Individual, team, and organizational wellbeing risks
- The impact of workload, deadlines, role ambiguity, and resource constraints

DAY 01 — CONTINUED

PRACTICAL EXERCISE

Workplace Stress & Burnout Risk Assessment

DAY 02

Wellbeing in a Rapidly Changing Work Environment

- The impact of organizational change on employee wellbeing
- Digital transformation, technology adoption, and digital overload
- Managing uncertainty, ambiguity, and changing priorities
- Employee responses to restructuring and organizational transformation
- Change fatigue and its impact on engagement and performance
- Building resilience during continuous organizational change
- Supporting employees through transitions and periods of uncertainty

CASE STUDY

Managing Employee Wellbeing During Organizational Transformation

DAY 03

Leadership, Psychological Safety & Team Wellbeing

- The role of leadership in employee wellbeing
- Building psychologically safe and supportive workplaces
- Trust, empathy, emotional intelligence, and effective leadership
- Recognizing and responding to employee stress signals
- Communication techniques for difficult workplace situations
- Managing team workload, expectations, and priorities
- Coaching, feedback, recognition, and employee support

PRACTICAL EXERCISE

Designing a Managerial Wellbeing Support Framework

DAY 04**Burnout Prevention, Resilience & Sustainable Performance**

- Strategies for preventing burnout at individual and organizational levels
- Workload management and sustainable performance practices
- Prioritization, delegation, boundaries, and recovery
- Building employee resilience and adaptive capacity
- Promoting healthy work practices and sustainable productivity
- Employee engagement and its relationship with wellbeing
- Measuring wellbeing, engagement, and burnout risk
- Developing organizational wellbeing indicators and early-warning mechanisms

PRACTICAL EXERCISE

Employee Wellbeing & Resilience Improvement Plan

DAY 05**Building a Sustainable Employee Wellbeing Strategy**

- Developing an integrated employee wellbeing strategy
- Embedding wellbeing into HR and organizational policies
- Integrating wellbeing into change management and workforce planning
- Leadership accountability for employee wellbeing
- Creating a culture of sustainable performance and employee support
- Using workforce data and employee feedback to improve wellbeing initiatives
- Establishing governance, monitoring, and continuous improvement mechanisms
- Measuring the organizational impact of wellbeing programmes

FINAL WORKSHOP

Developing an Employee Wellbeing & Burnout Prevention Strategy and 90-Day Action Plan



Register or Request More Information

Course page: <https://quest-training.com/courses/employee-wellbeing-burnout-prevention-in-a-rapidly-changing-work-environment-training-course>

Website: <https://quest-training.com>

Email: info@quest-training.com

Phone: +905016771440

