

# Course : Anticipating and overcoming stress in your team

Support your team with relevant and effective tools  
*Practical course - 2d - 14h00 - Ref. GSA*  
*Price : 1340 € E.T.*

NEW

A less stressed team creates an atmosphere conducive to success and performance. Over the course of two days, managers will acquire practical techniques and tools for taming their own stress, recognizing and managing employee stress through specific indicators and the implementation of a social barometer.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understand yourself better to identify sources of work-related stress
- ✓ Implement concrete actions to deal with counter-performing stress among employees
- ✓ Working as a team to find the best possible work equation to combat stress
- ✓ Define diagnostic and monitoring indicators for yourself and your team

## Intended audience

Managers or future managers, project managers, team leaders.

## Prerequisites

No

## Practical details

### Hands-on work

Active, participative teaching methods. Alternating theory/practice with application to the context and experience of participants. Feedback, case studies and modeling of best practices. Development of a personal progress plan.

### Teaching methods

Active teaching

### PARTICIPANTS

Managers or future managers, project managers, team leaders.

### PREREQUISITES

No

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## Course schedule

### 1 Recognizing the different forms of managerial stress

- Identifying the different types of managerial stress
- Recognizing positive and negative managerial stress
- Identify at-risk managerial situations likely to create stress
- Turning stress into strength

#### Role-playing

Self-diagnosis of stress levels and stressful managerial situations. Role-playing a difficult interview to highlight the risks of stress and the best practices to adopt.

### 2 Reducing stress in the work environment

- Identify the main "stressors" in the work environment.
- Implement concrete actions to reduce employee stress through free and open communication
- Know how to question your managerial practices.

#### Storyboarding workshops

Workshop discussion on how to free team members from stress overload. Feedback and good managerial practices.

### 3 Preventing stress-inducing overwork

- Determining the boundaries of overwork
- Take employee needs into account to limit work overload
- Letting go and saying no
- A reminder of the conditions governing the right to disconnect

#### Case study

Analyze workloads and know how to rebalance employees' needs to remobilize them and lower their stress levels

### 4 Measuring the risk of stress-inducing drift

- Identify upstream the indicators of any element that generates stress in the workplace
- Explain to employees how to reduce stress in the organization of their activities
- Control indicators in line with workload changes

#### Case study

Managerial case studies. Feedback and best practices.

#### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

#### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

**5** Adopt a managerial posture adapted to situations of stress in the workplace

- Listening to an employee who is suffering at work
- Take a step back to analyze the situation and find appropriate solutions
- Set up and monitor a social climate barometer for your team

**Role-playing**

Training in positive communication and the adoption of a listening posture.  
Group debriefing.

**Dates and locations**

**REMOTE CLASS**

2026 : 15 June, 7 Sep., 7 Dec.

**PARIS LA DÉFENSE**

2026 : 8 June, 31 Aug., 30 Nov.