

Course : Developing Quality of Life and Working Conditions

Practical course - 2d - 14h00 - Ref. QVR

Price : 1360 € E.T.



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Quality of Life and Working Conditions (QWLC) is a growing societal need. It is important to understand the drivers and levers to implement a QWL improvement approach that will bring well-being to employees and greater performance to your company.

Teaching objectives

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

- ✓ Understanding the challenges of QWL for your company
- ✓ Developing a project-based approach to improving QWL
- ✓ Understand the role of stakeholders to better involve them in the process
- ✓ Using the notion of collective intelligence to promote QHCT

Intended audience

HRD, IRP, managers.

Prerequisites

No special knowledge required.

Practical details

Hands-on work

Theoretical input, practical exercises. Case studies. Individual and sub-group work.

Course schedule

PARTICIPANTS

HRD, IRP, managers.

PREREQUISITES

No special knowledge required.

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.

1 Understanding the challenges and requirements of a QHCT approach

- Know the historical evolution of the notion of QVCT.
- Distinguish between improving QWL and preventing psychosocial risks.
- Apply the principles of prevention and legal obligations to QVCT.
- Identify the factors on which to act to improve QWL.

Hands-on work

Quiz on the definition of QWL. Discussions on participants' company situations and their vision of QWL.

2 Drawing up a QVCT diagnosis for your company

- Define indicators to measure the impact of actions implemented.
- Take stock of the actions already implemented in your company.
- Set up a process to gather the expectations expressed by employees.
- Identify areas for improvement in your company and correlate them.

Hands-on work

Individual and group work on diagnosing and identifying factors for improving QWL in their company.

3 Integrate QWL improvement actions into a global approach

- Integrate certain ergonomic concepts and apply them to the QHCT improvement project.
- Setting up participative interventions: tools for mobilization and commitment.
- Apply certain principles of workspace design.
- Identify the role of QWL players (managers, employee representative bodies, etc.) and involve them.

Hands-on work

Individual and group work on the action plan to be implemented in your company.

4 Deploying a QVCT project approach

- Use the principles of a project-based approach to make the process sustainable.
- Set up a steering committee for the QVCT project.
- Avoid the pitfalls of setting up and managing workgroups.
- Address the appropriate points in the method agreement.

Hands-on work

Discussion and debate on the players to be involved in the steering committee.

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.

Dates and locations

REMOTE CLASS

2026 : 11 June, 22 Oct.

PARIS LA DÉFENSE

2026 : 11 June, 22 Oct.