

Course : Anticipating and overcoming psychosocial risks in your team

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

Price : 1590 CHF E.T.

★★★★☆ 4,7 / 5

BEST

This course will enable managers to understand the issues involved in managing psychosocial risks (PSR) within their teams. It will provide them with all the knowledge they need to implement a concrete prevention approach: stress, burnout, moral harassment, suffering...

Teaching objectives

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

- ✓ Understand the challenges of RPS prevention for your team
- ✓ Implement concrete actions to reduce stress
- ✓ Implement actions to prevent harassment, violence and suffering in the workplace
- ✓ Define diagnostic and monitoring indicators for your team

Intended audience

Managers or future managers, project managers, team leaders.

Prerequisites

No special knowledge required.

Practical details

Hands-on work

Active, participative teaching methods. Alternating theory/practice with application to the context and experience of participants.

Course schedule

PARTICIPANTS

Managers or future managers, project managers, team leaders.

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 The challenges of psychosocial risks for a team

- Define psychosocial risks and acquire a common terminology.
- Know your legal obligations, national agreements and legal risks.
- What's at stake for companies and individuals?
- Situations considered as "at risk".

Exercise

Questionnaire "test your stress".

2 Best practices for preventing stress and burnout

- Identify the main "stressors" in the work environment.
- Implement concrete actions to reduce stress.
- Analysis of stress reduction techniques.
- Prevent the risks of burnout, brownout and boreout.

Group discussion

Confrontation of points of view around a video testimonial on stress.

3 Preventing harassment

- Understand the legal issues surrounding harassment.
- The different types of harassment (moral, sexual, etc.).
- Know how to act in the event of proven harassment.
- Communicating effectively with your team.

Case study

Study of a concrete case of moral harassment.

4 Preventing situations of violence

- Understand the different types of violence: physical, verbal, moral...
- Identify the factors behind violence.
- Identify levers for action to prevent or mitigate situations of violence.

Storyboarding workshops

Reflection and debate on concrete cases.

5 Preventing workplace suffering within your team

- Symptoms of suffering at work.
- Absenteeism, turnover, various disorders.
- Tools and methodology to prevent suffering in the workplace.
- Set up a social climate barometer.

Exercise

Use of a tool to diagnose symptoms of suffering within your team.

6 Adapting your managerial posture

- Diagnose management practices within your team.
- Define indicators for your team.
- Take corrective action and improve work organization.

Exercise

Self-diagnosis of managerial postures.

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.

7 Implement an action plan

- Define and implement an action plan.
- Communicate your action plan.
- Lead a monitoring system on suffering in the workplace and conduct regular audits.

Role-playing

Draw up a psychosocial risk prevention plan for your team.

Dates and locations

REMOTE CLASS

2026 : 18 June, 26 Oct.