MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Human Resources Management

Health and Wellness at Work

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2881	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course

View Online Course Page

Course Overview

This interactive and practical course by **Magna Skills** empowers professionals and organizations to foster a healthy and productive workplace. The **Health and Wellness at Work** program provides participants with essential knowledge and tools to design, implement, and sustain workplace wellness initiatives that improve employee well-being, reduce absenteeism, and boost organizational performance. Through a blend of theory, case studies, and participatory activities, attendees will learn how to promote physical, mental, and emotional health in their work environments.

Designed for HR professionals, team leaders, occupational health officers, and managers, this course is ideal for organizations committed to enhancing employee engagement and building a culture of health and care.

Course Outcomes

By the end of this course, participants will be able to:

1. **Understand the relationship between employee wellness and organizational productivity.**
2. **Identify workplace risk factors that impact health and design interventions to address them.**
3. **Develop effective wellness policies and programs tailored to their specific work environment.**
4.

Promote mental health awareness and resilience among employees.

5. **Foster a culture of care that supports work-life balance and long-term employee engagement.**

Course Outline / Curriculum

1. **Introduction to Workplace Wellness**
   - Understanding wellness in the workplace context
   - The business case for investing in employee health
2. **Identifying Workplace Stressors and Health Risks**
   - Common physical and psychosocial risks
   - Tools for conducting workplace wellness assessments
3. **Mental Health and Emotional Wellbeing**
   - Recognizing signs of stress, anxiety, and burnout
   - Strategies for supporting mental health at work
4. **Nutrition and Physical Activity in the Workplace**
   - Encouraging healthy eating and active living among employees
   - Creating supportive environments for lifestyle changes
5. **Workplace Ergonomics and Safety**
   - Best practices for physical workspace design
   - Injury prevention and workplace safety strategies
6. **Work-Life Balance and Flexible Work Policies**
   -

- Promoting balance through policies and practices
- Remote and hybrid work wellness considerations

7. **Designing a Wellness Program**
   - Components of a successful workplace wellness strategy
   - Setting goals, KPIs, and monitoring progress
8. **Health Promotion and Awareness Campaigns**
   - Planning effective campaigns and communication strategies
   - Engaging employees through health challenges and initiatives
9. **Occupational Health Laws and Employee Rights**
   - Legal frameworks and compliance
   - Role of HR and management in enforcing health standards
10. **Sustaining Wellness Culture in the Organization**

- Leadership roles in maintaining wellness momentum
- Creating peer support networks and feedback loops

Target Audience

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templatesand methods they canapply immediately atwork.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability andservice delivery.

Sponsor-Friendly

This document isdesigned to helpsupervisors, HR units andsponsors approve delegate participation quickly.

ProfessionalRecognition

Delegates receivetraining documentationand a certificate ofcompletion aftersuccessful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

Pretoria, South Africa

Vic Falls, Zimbabwe

Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

Kigali, Rwanda

Kampala, Uganda

Nairob

Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

Accra, Ghana

Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

Online, E-Learning

Remote Teams

Flexib

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

Onsite

Custom Dates

Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online

View Full Course Page

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Health and Wellness at Work
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue / Date	
Estimated Number of Delegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____