Supporting Staff with Health Concerns

(physical, psychological, or emotional)

Compassionate management when staff need it most.

Understanding our role and responsibilities as managers when staff members are unwell, or showing indications of not coping well, is critical to effective management. This can feel particularly challenging for managers and, as a result, many managers avoid the essential conversations that enable them to provide support, compassion and understanding. This session provides steps, strategies, and insights to enable managers to engage with staff in meaningful, supportive, and productive ways. It also covers the importance of supporting other team members to ensure their wellbeing is maintained and taking steps, as the manager, to enact self-care strategies.

This session will cover:

- Setting clear expectations with the team (objective, agreed, expectations are the foundation for all feedback)
- Understanding psychological and emotional ill health
- Understanding the possible impact of health concerns on performance
- Understanding procedures and protocols (taking appropriate steps that protect everybody)
- Preparing for discussions
- Being objectively compassionate
- Discussing and enacting modified duties
- Managing workloads
- Maintaining confidentiality
- Caring for other staff members (to ensure they aren't put at risk of higher stress)
- Managing a return-to-work plan (for long term sick leave)
- Maintaining a psychosocial safe workplace for all employees
- Seeking support for yourself

Keen to know more?

Contact Joan at JwJ Consulting for more information and a competitive quotation.

All sessions are fully customised to your needs. This is a 5-hour session, ideally offered face-to-face (but can be modified to enable virtual presentation). Session can be offered as 2 x 3-hour sessions.

Joan Wilson-Jones B.A (ACS). M.Ed. (A&WE) brings a wealth of practical experience, supported by years of relevant study, to this information session. She absolutely knows that her approaches work because she uses them herself every day! Joan's sessions are fun, filled with real evidence-based information and offer a host of practical strategies that truly are life changing. Joan has been offering this training to managers for many years and always with outstandingly positive feedback.

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