



HR DELIVERY

Making Sure HR Delivers

HR DELIVERY WORKSHOP SERIES

Employee and Organisational Wellbeing

An introduction to employee and organisational wellbeing

Explore wellbeing through the conditions of work, management practices and available support. Participants map a workplace pressure, compare prevention and support options, and develop a small improvement proposal with ownership and review questions.



01 DAY

Introductory taster

IN-HOUSE

Your people. Your context.

PRACTICAL

Explore, discuss and apply

A PRACTICAL STARTING POINT

Understand the topic. Try it in practice.

Wellbeing initiatives are more useful when they connect with the way work is organised. Excessive demands, uncertain priorities, poor relationships or inaccessible support need different responses. This introductory workshop helps participants explore those connections and select a practical first improvement using an illustrative workplace case.

Participants use the Organisational Wellbeing Framework to examine work conditions alongside support arrangements. Through mapping, prioritisation and a manager conversation, they practise choosing a proportionate response, assigning ownership and identifying evidence that would help colleagues judge whether working conditions improve.

WHO IS IT FOR?

HR practitioners, wellbeing leads, managers and employee experience specialists who influence work design, manager support or organisational wellbeing activity and want a structured starting point.

BY THE END OF THE DAY, PARTICIPANTS CAN:

- 01 Explain wellbeing at work**
Describe how work design, relationships, organisational practices and support can shape wellbeing beyond the availability of individual wellness activities.
- 02 Map relevant pressures**
Use selected areas of the framework to identify plausible pressures in a case and distinguish evidence from assumptions.
- 03 Choose intervention levels**
Distinguish changes to working conditions, capability-building activity and recovery support when comparing responses to a specific workplace pressure.
- 04 Prioritise a practical step**
Select a feasible improvement by considering severity, reach, employee input, organisational influence and dependencies requiring a sponsor's decision.
- 05 Plan supportive dialogue**
Rehearse a manager conversation that listens to a work concern, clarifies practical support and recognises when specialist input is needed.
- 06 Review a proposed change**
Draft ownership and review questions for a small wellbeing improvement, considering implementation, employee experience and possible unintended consequences.

A useful first application

This one-day introduction uses organisational examples to explore healthier work and appropriate support. It develops initial improvement ideas; clinical assessment, individual treatment and comprehensive occupational risk assessment require qualified specialists.

THE FRAMEWORK / WORKSHOP FOCUS

HR Delivery Organisational Wellbeing Framework

The framework connects ten wellbeing areas with six strategic enablers and three intervention levels. It links healthier work, practical capability and recovery support with evidence, organisational ownership and continuing review.



SIX QUESTIONS TO EXPLORE IN THE WORKSHOP

01 Work conditions

Which features of everyday work appear to create avoidable pressure?

02 Whole-person context

Which wellbeing areas matter here without assuming employees' private circumstances?

03 Employee voice

How can employees describe work pressures safely and meaningfully?

04 Prevention and support

What requires work redesign, practical capability or specialist recovery support?

05 Organisational ownership

Who can change these conditions and remove the main barriers?

06 Review and sustain

What evidence would show whether working conditions are actually improving?

These six questions guide workshop practice within the existing framework. They are selected learning prompts, not its complete architecture; the original model remains the reference for wider design, diagnosis and implementation.

[Explore the full model >](#)

LEARN BY DOING

Explore. Challenge. Make the ideas useful.

Short explanations lead into lively exercises, paired discussion and small-group challenges. Participants test ideas, share experience and build a draft together. The tone is engaging and enjoyable, with time to reflect and connect learning to real work.

01 Pressure and support map

Groups map a fictional team's working week, marking demands, resources and recovery opportunities. They use the framework to identify overlooked conditions without attributing medical explanations to individuals.

02 Intervention sorting studio

Participants sort proposed responses into work improvement, capability development and recovery support. They challenge mismatches, such as offering resilience sessions while leaving an avoidable scheduling problem unchanged.

03 The manager's first response

Triads rehearse a conversation about workload pressure, rotating employee, manager and observer roles. Feedback examines listening, practical commitments, confidentiality boundaries and appropriate routes for additional professional support.

04 Small change design lab

Teams design one manageable change to the case team's work, check dependencies and identify a possible unintended effect. A sponsor group challenges the ownership and review arrangements.

DIAGNOSE BEFORE YOU ACT

Evidence > shared feedback > agreed priorities

Use selected diagnostic prompts to distinguish known facts from assumptions. Discuss the findings and agree their meaning before proposing a solution. Feedback is part of diagnosis, not an afterthought.

ONE CASE, DEVELOPED THROUGH THE DAY

A customer operations team faces unpredictable schedules, repeated system outages and frequent overtime. A wellbeing campaign attracts little participation, and managers interpret this as lack of interest. Employees describe difficulty taking breaks and uncertainty about where to raise concerns, while leaders have only aggregate absence data.

Groups map the work conditions, distinguish prevention from support needs and propose one feasible change, explaining who should be involved and what evidence would support a review.

THE FACILITATOR WILL

- Invite different perspectives.
- Make assumptions visible.
- Welcome constructive debate.
- Capture practical learning.

SAMPLE WORKSHOP AGENDA

A working day, with room to think.

09:00-16:30 | Six hours of facilitated learning, plus lunch and breaks. The agenda, emphasis and timings are always agreed with the client, including local scheduling needs.

09:00-09:20	What shapes wellbeing at work? Sort case examples into working conditions, personal support and organisational practices, then identify the questions participants need to explore.
09:20-10:15	Use the whole-system framework Explore the ten wellbeing areas, six enablers and three intervention levels, using the case to clarify their different roles.
10:15-10:30	Break
10:30-11:30	Map demands and resources Build the pressure and support map, noting uncertainty, employee perspectives and conditions that require closer examination before choosing action.
11:30-12:30	Match the response to the need Compare changes to work, manager capability and support pathways, identifying where a proposed intervention fails to address the issue.
12:30-13:30	Lunch
13:30-14:30	Practise a supportive response Rehearse listening to a workload concern, agree immediate practical steps and identify appropriate escalation or specialist support where needed.
14:30-14:45	Break
14:45-15:30	Design a manageable improvement Choose one work condition to improve, identify its owner and dependencies, and examine the effect on neighbouring teams.
15:30-16:10	Review benefit and unintended effects Present the proposal and select proportionate review evidence, separating implementation activity from employees' experience of the changed working conditions.
16:10-16:30	Agree a thirty-day application Identify a sponsor, the first evidence check and a suitable employee conversation before testing any change in the workplace.

Connect wellbeing concerns with the conditions of work, appropriate support and a feasible organisational response.

FROM THE SESSION TO YOUR DESK

Useful models. Practical working records.

The day combines reference materials with drafts developed in the exercises. Each has a clear use beyond the workshop; the work reflects the evidence and perspectives available in the room.

01 Whole-system reference

A reference to the ten wellbeing areas, six enablers and intervention levels, with workshop notes linking the model to practical work conditions and support.

Use it to structure an initial conversation about organisational wellbeing.

02 Pressure and support map

A worked view of demands, resources and recovery opportunities across a fictional working week, including assumptions and questions needing employee or operational input.

Use it to explore the working conditions behind a concern.

03 Intervention comparison

A comparison of prevention, capability and recovery responses, showing why different issues need different owners, resources and forms of support in practice.

Use it when assessing whether a wellbeing proposal fits its purpose.

04 Supportive conversation prompts

A conversation outline for listening to a work concern, exploring practical needs and explaining support routes, with reminders about role and confidentiality boundaries.

Use it before a manager discusses a workplace pressure concern.

05 Small improvement proposal

A draft proposal for one change to work, with an identified owner, employee involvement, dependencies and questions about practical feasibility and unintended effects.

Use it to discuss an achievable improvement with a sponsor.

06 Wellbeing review questions

A set of case-based questions covering delivery, employees' experience and operational context, helping participants distinguish activity completed from evidence that conditions have changed.

Use it when reviewing the effect of a small workplace change.

CONTINUE EXPLORING

Continue with the models, diagnostic manuals and development resources on the HR Delivery website. Workshop exercises provide a first application; a full organisational diagnostic or implementation assignment can be agreed separately.

[Open the framework >](#)

[Explore diagnostic resources >](#)

MAKE THE LEARNING COUNT

A better conversation. A practical next step.

Discuss one avoidable work pressure with an appropriate manager and employee representatives or contributors. Confirm the relevant evidence and support routes, then agree a small improvement or further enquiry with clear ownership and a proportionate review point.

YOUR FIRST 30 DAYS

01

Days 1-7

Clarify the work pressure

Discuss the pressure map with the relevant work owner, check the accuracy of assumptions and identify existing support. Agree who should contribute without collecting unnecessary personal health information.

02

Days 8-21

Shape the first response

Gather appropriate employee and operational perspectives, then refine one feasible work improvement. Confirm dependencies and specialist input where needed, and agree how affected colleagues will hear about the proposed change.

03

Days 22-30

Review and adjust

Check whether the agreed first steps occurred and ask what employees experienced. Record practical obstacles, unintended effects and further support needs before deciding whether to continue, adapt or investigate further.

Follow-through is participant-led. Additional facilitation, a full diagnostic or specialist support can be agreed separately.

AVAILABLE IN-HOUSE

Shaped around your organisation

The client confirms relevant wellbeing policies, support pathways and participant roles. Participants bring an anonymised example of a work pressure and a current wellbeing initiative; sensitive personal health information is excluded from workshop materials.

PLAN YOUR IN-HOUSE WORKSHOP

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Discuss your workshop

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