



## AFRICAN ADVANCED LEVEL TELECOMMUNICATIONS INSTITUTE (AFRALTI) & POSTAL & TELECOMMUNICATIONS REGULATORY AUTHORITY OF ZIMBABWE (POTRAZ)

# TRAINING WORKSHOP OUTLINE

<b>Title:</b>	Employee Performance & Wellbeing
<b>Dates:</b>	6th - 10th February 2017
<b>Duration:</b>	Five (5) Days
<b>Venue:</b>	Harare, Zimbabwe
<b>Tuition Fee:</b>	AFRALTI Member States USD1,200; Non-Member USD1,440

### Course Overview |

The tailored **Employee Performance & Wellbeing** training gives corporates the opportunity to participate in programs that are designed to promote Employee Well-being & Performance. These trainings incorporate strategies to enhance overall Well-Being, Employee performance and give insights on how this affects the corporate bottom line.

The training has been uniquely designed & will be delivered by an incisive **Wellness STRATEGIST, Wanjiku Wairia-LUMULA**, with **eighteen (18) years'** experience in the **Health & Wellness space**.

She has tailored the training to offer valuable insights into employee performance in relation to their Well-Being within organizations with the aim of empowering corporates to formulate policies, plans & execution strategies that enhance corporate wellness.

**“If we leave the human factor out of our business calculations, we shall be wrong every time.” William H. Lever, founder of Lever Brothers.**


### Target Audience |


Senior and Middle senior level Managers, Team Leaders, Peer Counselors as well as Wellness Managers and Champions.

### Pre-requisite/s |

None - Any member of the target audience qualifies.

### Pain Points |

 **Employee Wellness effective communication:** communication remains the single most important element of any successful wellness program formulation, introduction, engagement and implementation at an organization level. If the communication (especially at the formulation & introductory levels) is not intentionally & properly crafted, myriad challenges present themselves at various points of the programme affecting the effectiveness significantly. Clear and systematic messaging of the wellness programmes either through face-to-face or mass dissemination techniques is critical to the programme success.

 **Employee Engagement:** - Many organizations struggle with the levels of engagement of their employees towards wellness. Wellness programmes that are convenient and easily accessible to all employees provides a good strategy to raise levels of employee engagement.

- 🍌 Leadership/Management Buy-IN at all levels: - leadership and senior management buy-in into the wellness programmes is crucial for its success within an organization as they are key in the shift of company culture. Buy-in especially from direct supervisors is also essential to generate excitement while connecting employees to the available resources.
- 🍌 Resources and Relationships: - Wellness encourages the use and leverage of existing resources within the organization such that it's not considered as an additional budget item on the organization. Building/expanding existing relationships with other health plans, hospitals and Insurance companies also ensures expanded offerings at minimal or no extra cost.
- 🍌 Metrics: - for many organizations who already have wellness education and programmes in place, identifying and tracking the impact of the programmes as well as performance of employees in relation to the programmes is usually a big challenge. Many organizations are unsure of the impact of wellness and wellness programmes on productivity and healthcare due to inconsistent tracking structures. Other innovative ways of tracking the impact can be employed especially through dedicated consultants.

### Value Proposition |

- 🍌 Reduced employee absenteeism from the work place due to a more healthier employee which intern leads to better productivity.
- 🍌 Improved employee performance and job output - Better work ethics (better management of pressure and stress at the work placed).
- 🍌 Improved emotional intelligence skills of the employee in dealing with relationships within the office and outside the office.
- 🍌 Healthcare savings to the company as a result of employee engagement and participation in wellness programmes which intern translates to more preventative than curative treatment.
- 🍌 Improved organizations bottom line as a result of improved work life integration, reduced overall health care costs and premium discounts from health plans as a result of disease management programs implemented by the organization.

### Methodology |

- 🍌 Interactive Facilitator Presentations.
- 🍌 Group discussions to provide an opportunity to exchange experiences & leverage on strengths that can be gleaned for favourable outcomes.
- 🍌 Global Case Study Presentations.

### Workshop Objectives and Outcomes |

- 🍌 Understand the relation between Employee Well-Being & Performance
- 🍌 Strategies to enhance employee wellbeing & performance <sup>SEP</sup>
- 🍌 Significantly reduce absenteeism & its related costs <sup>SEP</sup>
- 🍌 Creation of organizational wellbeing & resilience culture <sup>SEP</sup>
- 🍌 Improve employee engagement levels
- 🍌 Develop an organizational edge for attracting & retaining talent

### Workshop Content/Topics |

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| 1. Understanding the Wellness Dimensions                | 6. Practical Strategies for Workplace Well-Being           |
| 2. The Well-Being Equation & Organizational Performance | 7. Creating Employee Performance & Wellness Policies       |
| 3. Understanding Work Site Culture and Environment      | 8. Work Site Wellness Programming                          |
| 4. Developing Employee Wellness Behavior Plans          | 9. Engaging and Motivating Employees to Act                |
| 5. Nurturing Healthy Organizational Cultures            | 10. Integrating Efforts for Well-Being Management Outcomes |

## FACILITATOR BRIEF |

For over a decade and a half I (Wanjikú) have colored the World with ‘LIFE’ as a Wellness CONNOISSEUR, Corporate Wellness STRATEGIST, Motivational COACH and Well-Being Ambassador of ‘LIFE’, I Design Customized Wellness Solutions that Transform Corporate Visions & Professional Dreams into Legendary Legacies through Transformational Coaching, Training & Strategy.

Corporate Wellness Strategy, Pro-Wellness Brand Positioning & Transformational Wellness Coaching have been my Flagships.

Ultimately, I passionately design tailored, empowering & credible wellness solutions for professionals & corporates.

### Passion |

Designing customized wellness solutions for professionals is what inspires me. I create & |or plug into Social & Professional Platforms (Wellness Lounges, Retreats, Radio & TV Shows) to Promote Change, Inform, Train, Enlighten, Nurture & Transform Professionals into Outliers.

### Tailored |

When it comes to Employee Wellness & Performance, one size should NEVER fit all. That’s why I Empower Professionals through tailored leadership forums (Corporate & Regional Trainings), with an aim to Inspire, Motivate & Guide them to actualize their Professional Organizational goals for Career & Corporate Growth.

### Empowering |

I constantly have my finger on the Wellness pulse. I source & identify the latest wellness innovations that are intertwined with proven delivery methods & outcomes. This evidence-based research empowers me to artistically design & intuitively create customized wellness solutions for professionals & organizations for career & corporate growth.

### Credibility |

I appreciate that Employee Performance & Well-Being is an investment. With decades of LIFE experience, Seventeen (17) years of which are accredited to the Health & Wellness Space, I pride myself on consistently delivering an excellent service at every stage of the learning & development cycle.

For more information, please contact us on

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