

## ABOUT WELLY

Project WELLY addresses the impact of the physical and psychosocial work environment on the health and well-being of employees. It's necessary mapping competencies that a manager should own to be able to implement a correct approach for preventing and reducing stress at work. This is what the WELLY project will do and, once the management competencies needed for engendering employee engagement, health and well-being will be identified, the challenge becomes supporting managers to develop the competencies and use them in their people management approach.

### KEY OBJECTIVES

Given the exponential increase of work-related stress issues and the diffusion of depression among the European citizens, the WELLY project aims to set the role of Work Well-being Manager (WWM) in charge of making sure that daily working conditions are fair and as healthy as reasonably possible for every employee so that the overall quality of life at work improves within the organisation and across economies.

#### WELLY will :

- ✓ Encourage a proactive approach and highlight the major role managers can play in reducing the problems of stress.
- ✓ Introduce the profile of Work Wellbeing Manager and a training course developed



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**WELLY: Introducing the Job Profile of a  
Manager for Work Well-being to Prevent  
and Combat Work-related Stress**

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## Project WELLY

Introducing the job profile of a Manager for Work Well-being to prevent and combat work-related stress, addresses the impact of the physical and psychosocial work environment on the health and well-being of employees.

Over the last decade, the literature exploring link between management behavior and employee well-being has grown dramatically and the consistent message is that the way employees are managed is a key determinant of their health and well-being (Skakon et al 2010, Kelloway and Barling 2010).

For this reason, it's necessary mapping competencies that a manager should own to be able to implement a correct approach for preventing and reducing stress at work.

This is what the WELLY project will do and, once the management competencies needed for engendering employee engagement, health and well-being will be identified, the challenge becomes supporting managers to develop the competencies and use them in their people management approach.

## Outcomes

### I.01 ANALYSIS OF THE STATE OF THE ART ON WORK WELL-BEING

As starting point an Analysis of the State of the Art in partners' countries, EU and USA will be carried out and will lead to a summary of literature and collection of case studies of companies that applied tools and rules to manage and guarantee the organizational well-being. Also, an empirical research will be conducted to gather data directly from the companies (employers and employees) and associations for the protection of workers' rights.

### I.02 WORK WELL-BEING MANAGER PROFESSIONAL PROFILE AND TRAINING CURRICULUM DEFINITION

The partnership will develop the Professional Profile for managers working in European SMEs introducing the new professional profile of the Work Well-being Manager. And a tailor-made modular training curriculum that specifically addresses the development of management and psychological skills for the work wellbeing management will be developed to support the acquisition of key high-value competences necessary for the Work Well-being professional profile.

### I.03 WORK WELL-BEING MANAGER VET TRAINING COURSE AND PILOTS

The development of a VET Training Course and its experimentation through pilot tests into the partners' countries and evaluation based on defined evaluation criteria.

### I.04 CERTIFICATION PROCESS AT EU LEVEL OF THE WORK WELLBEING MANAGER PROFESSIONAL PROFILE

At the end of the research and piloting phases, a certification model to evaluate Work Well-being Manager's skills will be developed and exploitation activities will be conducted in order to promote its wide recognition European level.

### I.05 DEVELOPMENT OF MANUAL AND FOR WORK WELL-BEING MANAGERS

The development of a Manual with the optimal Toolkit for the implementation of measures to prevent and combat work-related stress.

## Expected Impact

As overall result, the project will elaborate the new job profile for WWM from a societal as well as from a firm's perspective. From the firm's perspective, lower work-related stress improves productivity and reduces turnover. From the societal perspective, the proportion of economically unproductive to productive times during a person's lifetime is improved by reducing times of sickness, unemployment, and/or early retirement.

- ✓ Introduction in the workplace of policies on mental health and welfare;
- ✓ Improved mental health and reduced sickness absence in the working population;
- ✓ Positive impact on productivity and economic results of workplaces