



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

MAY 2021

Newsletter



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 to map 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 these skills and use them in their people management approach.

O2: WORK WELL-BEING MANAGER PROFESSIONAL PROFILE AND TRAINING CURRICULUM DEFINITION.

During the last semester of 2020 the team worked in **IO2**, which consisted on the **definition of the Professional Profile, Training Curriculum and defining the key high-value competences** necessary for the profile of **work well-being managers (WWM)** in European SMEs. You can check the full OI2 report [here](#).

In the first phase a work well-being management matrix was developed with the following six areas of competency:



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Considering these six competencies, sixteen learning outcomes (LO) were identified for the WWM. These LO are knowledge or skills which the WWM should get after the training.

In the second phase ten Professional Tasks (PT) for the WWM were identified and defined:

- **PT1** - Evaluate the actual workplace conditions;
- **PT2** - Create an environment that is **welcoming and stimulating**;
- **PT3** - Develop **good relationships** across the organisation;
- **PT4** - Embed **equality, diversity and inclusion** best practices;
- **PT5** - Plan and implement measures for a **fair and healthy workplace**;
- **PT6** - Manage **well-being programs** and services;
- **PT7** - Being responsible for well-being program **reports** in order to collect and analyse data and information;
- **PT8** - Work hand in hand with **other business leaders** to help prevent illness and disease while improving overall health;
- **PT9** - Present **regular updates** and reports on the progress of the population and how it has improved since the implementation of health programs;
- **PT10** - Being **responsible for well-being** related internal and external.

This work and the technical details are described in the report of the IO2- Work Well-being Manager Professional Profile and Training Curriculum. You can read more about the project [here](#) or on the [Project Website](#).

Report: a few notes

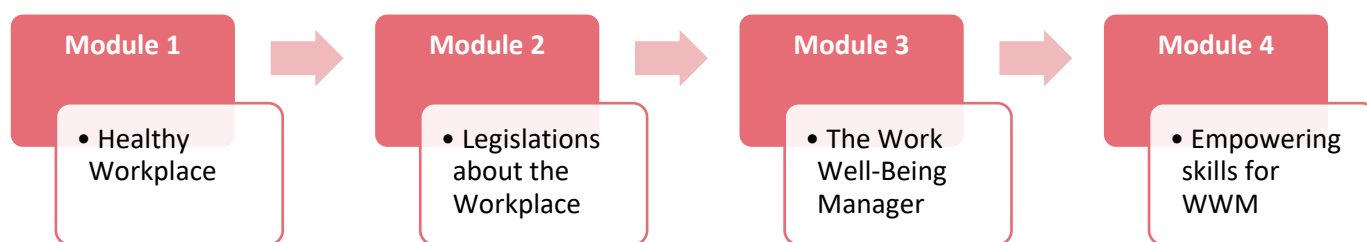
Considering the learning outcomes and the professional tasks the Well-being Manager Training course was developed. The course starts with an introduction that aims to promote an understanding of the well-being in the workplace and relevance of the training course and it includes 4 core modules:



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By clicking [here](#) you can download the full version of the IO2- Work Well-being Manager Professional Profile and Training Curriculum.

Meeting in Portugal...or almost.

Due to the Coronavirus, 3rd Transnational Project Meeting, scheduled in Lisbon (Portugal), was held on-line on 11th March 2021. The meeting marked the end of the second phase of the project - O2 Work Well-being manager professional profile and training curriculum definition and the beginning of O3- Work Well-being Manager VET Training Course and Pilots. In the meeting it was established the work methodology and it was decided the task distribution for the first phase, the development of the common training materials.

The next meeting will be in September 2021, at the partner institution Institute of Entrepreneurship Development (IED), in Greece.

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Agenda

- IO2 – Presentation of the final report (SINERGIE)
- IO3 – Instructions for starting work, discussion & decisions (ISCTE)
- IO4 – Clarification of the contact & training hours (EPRALIMA)

- Update on Technical and Financial Semester Report (FOS)
- Preparation of the Multiplier Event (ISCTE)
- Update on dissemination (IED)
- Other issues & next steps



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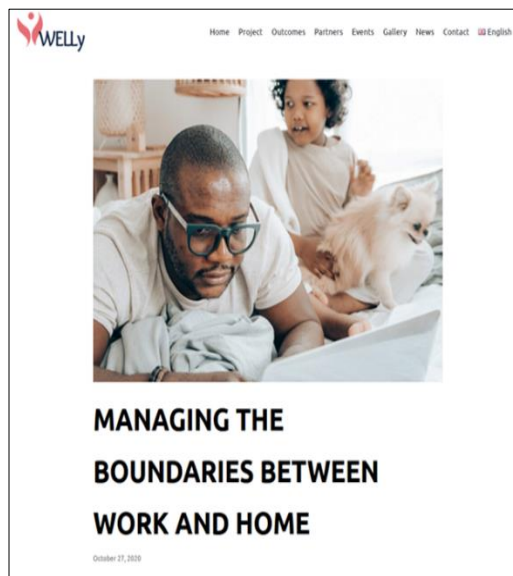
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From our Website

Click [here](#) to discover all the articles published on our site. Website and articles are available in 6 languages: English, Spanish, Italian, Portuguese, Slovenian and Greek.

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Next steps

Intellectual Output 3: WORK WELL-BEING MANAGER PROFESSIONAL PROFILE AND TRAINING CURRICULUM DEFINITION.

What follows is the development of the training model, contents and materials. The 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.



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Partners



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