



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

JULY 2022

### Newsletter



#### ABOUT WELLY

Project WELLY addresses the impact of the physical and psychosocial work environment on the health and well-being of employees. It is 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.

### Final partners' meeting in Novo mesto

Before the last partners' meeting in Novo mesto, on the 24th of May, the partners met online to discuss the results of the Athena Platform questionnaire, the finalisation of IO-4 and the Skills Card, the Manual for Work Well-being Managers (IO-5). We also talked about the approaching end of the project and the steps after reaching the finish line on the last day in August 2022. The main topic of the meeting was of course the upcoming event at that time - the final conference and the transnational meeting in Novo mesto. The partners discussed the agenda of both events and presented all the important steps we had taken in the last three years.



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And then came the big day - 14th of June 2022, when the partners of the WELLY project met in Novo mesto. The meeting, which took place in Gostišče Loka, was bittersweet. After the meeting in Larissa, it was great to meet (almost) all the partners in person again, but at the same time we realised that this will be the last time we will meet in this project. In three years, many people in the partners' organisations have changed and only a few faces remain from the teams that started working on WELLY.

Unfortunately, not all members of the partner organisations could attend the meeting in person and had participated online. During TPM we discussed the last three years and the impact COVID -19 had on the project and the partners. WELLY started a few months before the virus hit the world, and during the lockdown(s) partners had to adapt their work to implement the given tasks and activities.

Through the adjustments and working remotely, we discovered something very important - Work Well-being Manager is a must in every company, every institution, every organisation, every business. People all over the world, including us - the WELLY partners - found it difficult to organise and separate work and leisure. It is obvious that workers during and after COVID-19 were/are exhausted, depressed, full of anxiety, facing various health problems and burnout. More than ever before, and therefore it is of utmost importance that companies take care of their employees' wellbeing. And in this case, the Work Well-being Manager is crucial!



At the last meeting, the partners also talked about the deadlines for the final translations and other tasks that need to be done before the end of August. We took a lot of time for the final conference, which was scheduled for the next day.

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## Final conference



On 15th of June 2022, the final event took place where the partners saw each other for the last time - the final conference, which was also attended by local and international guests. The partners presented all the results of the project to the guests who attended the conference either online or in person:

- IO1 - Analysis of State of the Art on Work Well-being
- IO2 - Work Well-being Manager Professional

### Profile and Training Curriculum

- IO3 - Work Well-being Manager VET Training Course and Piloting experience
- IO4 - Certification process at EU level of the Work Well-being Manager
- IO5 - Manual and Toolkit for Work Well-being Manager with practical examples

Before the conference, the partners decided to invite professionals who are in some way involved in workplace wellbeing to show, through practical cases, why it is important to care about employee wellbeing and the consequences of lacking wellbeing in people's lives, be it at work or in their private lives, as both areas are interconnected. We invited experts who work in this field on a daily basis: Dr. Katja Brkič Golob, Evija Evelin Zavrl and Lejla Imamović Lerić, who also participated in a training within the project.





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During the roundtable discussion, all three experts agreed that workplace well-being is decreasing rather than increasing in most workplaces, which is related to the higher demands from employers and the lack of or insufficient organisation in the workplace. Therefore, work well-being managers are needed, especially in companies where the boss, the director, the manager only cares about profit and is not a leader who also cares about the employees. Manager for work well-being is one of the professions of the future!

### Final partners' picture





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**Partners**



Fakulteta za  
organizacijske študije  
Faculty of organisation studies

Faculty of Organisation Studies in Novo mesto

[www.fos-unm.si/en/](http://www.fos-unm.si/en/)



Sinergie Soc. Cons. a r.l.

[www.sinergie-italia.com](http://www.sinergie-italia.com)



Association for Developing Voluntary Work



**Business Research Unit**

Instituto Universitário de Lisboa; Business  
Research Unit

[www.iscte-iul.pt](http://www.iscte-iul.pt)



Escola Profissional do Alto Lima, CIPRL

[www.epralima.com](http://www.epralima.com)



IED - Institute of Entrepreneurship  
Development (Greece)

[www.ied.eu](http://www.ied.eu)



[Instalofi Levante S.L.](http://Instalofi Levante S.L.)



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[www.psychometrics.it](http://www.psychometrics.it)

