

HUMAN-CENTRED LEADERSHIP: HEALTH, WELLBEING, AND SUSTAINABLE PERFORMANCE



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TRAINING CENTER



Introduction

Human-Centred Leadership: Health, Wellbeing, and Sustainable Performance develops the leadership approach that treats people's health and capacity as the foundation of lasting results. Performance built on overwork, fear, or exhaustion looks strong for a quarter and collapses within a year. This Human-Centred Leadership: Health, Wellbeing, and Sustainable Performance Training Course builds the alternative: leadership that protects wellbeing while raising output. Participants examine psychological safety, workload design, stress and burnout recognition, recovery practice, and sustainable performance systems. Furthermore, the course covers the WHO healthy workplace framework, the Job Demands-Resources model, the Maslach burnout dimensions, and ISO 45003 psychological health and safety at work. It also addresses psychosocial risk, flexible work design, and measuring wellbeing credibly. As a result, participants leave able to lead in a way that sustains people and performance together.

Human-Centred Leadership: Health, Wellbeing, and Sustainable Performance Course Objectives

- Apply human-centred leadership principles to team and organisational practice.
- Build psychological safety using Edmondson's framework and the trust equation.
- Assess psychosocial risks using ISO 45003 and the WHO healthy workplace framework.
- Apply the Job Demands-Resources model to workload and role design.
- Recognise burnout and stress signals using the Maslach burnout dimensions.
- Design workloads and routines that protect recovery and sustainable effort.
- Apply flexible and hybrid work practices that support wellbeing.
- Lead difficult conversations about health, capacity, and performance fairly.
- Build support systems including peer support and employee assistance.
- Measure wellbeing and performance with credible, ethical indicators.



Course Methodology

The course applies interactive, practice-based methods:

- Facilitated workshops on live wellbeing and performance challenges.
- Case studies of organisations that sustained or damaged employee health.
- Self-assessment of personal workload, recovery, and leadership habits.
- Role-play of wellbeing, capacity, and difficult performance conversations.
- Group work on psychosocial risk assessment and wellbeing plans.
- Action planning that converts each framework into a leadership practice.

Who Should Take This Course

- Managers, supervisors, and team leaders.
- Senior leaders and HR executives.
- Health, safety, and wellbeing professionals.
- Occupational health and employee assistance practitioners.
- HR business partners and organizational development professionals.
- Professionals leading teams through sustained pressure and change.

Human-Centred Leadership: Health, Wellbeing, and Sustainable Performance Course Outlines

Day 1: Foundations of Human-Centred Leadership

- Defining human-centred leadership and its business case.
- Distinguishing performance from unsustainable overwork.
- Reviewing Goleman's emotional intelligence framework.

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- Building psychological safety using Edmondson's framework.
- Recognizing your own wellbeing habits and blind spots.
- Assessing your team's current wellbeing and performance baseline.
- Identifying the biggest risks to sustainable performance in your team.

Day 2: Psychosocial Risk and Work Design

- Understanding psychosocial hazards in modern work.
- Applying ISO 45003 psychological health and safety principles.
- Using the WHO healthy workplace framework.
- Applying the Job Demands-Resources model to role design.
- Assessing workload, control, reward, community, fairness, and values (the six areas of worklife).
- Building a psychosocial risk assessment.
- Designing work that protects health and performance.

Day 3: Stress, Burnout, and Recovery

- Recognizing acute stress reactions and chronic strain.
- Understanding the Maslach burnout dimensions: exhaustion, cynicism, and efficacy.
- Identifying early warning signals in individuals and teams.
- Designing recovery periods and workload pacing.
- Applying self-determination theory to sustainable motivation.
- Supporting people through personal and organizational difficulty.
- Designing a recovery and workload plan.





Day 4: Leading Difficult Conversations and Support Systems

- Conducting wellbeing conversations with appropriate boundaries.
- Addressing performance issues without harming health.
- Recognizing when to refer to occupational health or employee assistance.
- Applying the SBI model to sensitive feedback.
- Supporting people returning from illness or leave.
- Building peer support and mental health first aid capability.
- Designing a team wellbeing support framework.

Day 5: Sustainable Performance Systems and Measurement

- Designing work routines that sustain effort over years.
- Applying flexible and hybrid work practices responsibly.
- Measuring wellbeing with ethical, non-invasive indicators.
- Tracking performance alongside health, not against it.
- Leading change with wellbeing considered at every stage.
- Reviewing leadership practice with honest feedback.
- Finalizing a personal human-centred leadership action plan.



Conclusion

By successfully completing Human-Centred Leadership: Health, Wellbeing, and Sustainable Performance, participants will have acquired practical knowledge of human-centred leadership, psychosocial risk, burnout prevention, recovery design, support systems, and wellbeing measurement. They will have gained skills in human-centred leadership practice, psychosocial risk and work design, burnout prevention and recovery management, and wellbeing support with sustainable performance measurement, plus a personal action plan. Gentex Training Center designed this program to help leaders protect their people while delivering results.

FAQs

Q1 What is the "Human-Centred Leadership: Health, Wellbeing, and Sustainable Performance" course about?

It develops leadership that protects health while raising performance. Participants study psychological safety, psychosocial risk, burnout prevention, recovery design, support systems, flexible work, and wellbeing measurement.

Q2 What are the key benefits of the "Human-Centred Leadership: Health, Wellbeing, and Sustainable Performance" course?

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Participants gain higher engagement, lower absence and turnover, and more sustainable effort across their teams. Organisations also reduce burnout and stress-related risk, meet their duty-of-care obligations, and deliver performance that holds up over years rather than quarters.

Q3 What skills will I gain from the "Human-Centred Leadership: Health, Wellbeing, and Sustainable Performance" course?

You will develop four core skills: human-centred leadership practice, psychosocial risk and work design, burnout prevention and recovery management, and wellbeing support with sustainable performance measurement.

Q4 What tools, methods, or standards are covered in the "Human-Centred Leadership: Health, Wellbeing, and Sustainable Performance" course?

The course covers the WHO healthy workplace framework, ISO 45003 psychological health and safety at work, the Job Demands-Resources model, the six areas of worklife, the Maslach burnout dimensions, Edmondson's psychological safety framework, Goleman's emotional intelligence framework, the trust equation, self-determination theory, the SBI feedback model, mental health first aid principles, and ethical wellbeing indicators.





Q5 How is the "Human-Centred Leadership: Health, Wellbeing, and Sustainable Performance" course applied in real-world practice?

Participants apply the methods to live leadership tasks, such as running a psychosocial risk assessment, redesigning a workload, holding a wellbeing conversation, planning recovery after an intense period, and reviewing wellbeing and performance together. Each module ends with an action commitment, so learning transfers directly into daily leadership.