

# The Happy Department

*Leadership and the wellbeing of your employees*

How can you apply your leadership skills to have your people perform, but also to maintain their resilience and wellbeing under the current work pressure? Recent studies on this topic in The Netherlands show that scientists are struggling to deal with the ever-increasing work pressure. This leads scientists to suffer from worrying, depletion of energy, physical symptoms of stress, and having trouble balancing work and private life. Monitoring positive and negative signals, putting it on the departmental agenda, and coaching your group and individual employees, demands knowledge of both psychology and leadership.

In this course, trainers who specialize in the psychology and leadership of wellbeing offer you knowledge on the subject. The main focus is sharing experiences with your peers (participants), and creating an action plan that will help you implement healthy work habits in your department. In addition, we practice relevant conversations that you would need with your employees – such as progress or job evaluation meetings – with the help of a specialised training actor.

## **About ElroyCOM Training**

Chief trainer Dr. E. Cocheret de la Morinière is the founder of ElroyCOM Training, which consists of more than 20 excellent and international trainers and training actors. Trainers Paulien Weikamp and Bas Jansen are psychologists and senior ElroyCOM trainers. For more information please refer to [www.elroycom.nl](http://www.elroycom.nl).

## Program The Happy Department

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10.00 – 10.15	Introduction by the chief trainer
10.15 – 10.30	Making acquaintance and sharing learning goals
10.30 – 10.45	The science behind happiness and stress
10.45 – 11.00	Discussion based on Daniel Pink's book 'Drive': what motivates people
11.00 – 11.15	Coffee / tea break
11.15 – 11.45	Monitoring stress signals among employees
11.45 – 12.15	Monitoring happiness signals among employees
12.15 – 13.00	The empowering leader: how to respond to your employees' stress or happiness
13.00 – 14.00	Lunch (provided by ElroyCOM)
14.00 – 14.30	Conversation skills regarding motivation
14.30 – 14.45	Conversation skills regarding stress and burnout
14.45 – 15.00	Break: refreshing drinks
15.00 – 16.30	Peer-to-peer coaching on supportive leadership
16.30 – 16.45	Creating your Personal Action Plan
16.45 – 17.00	Plenary evaluation and conclusions