

Organizational Wellness

1. Overview

This programme focuses on wellness of an organisation and the effect of organisational wellness on employees and productivity. It will be useful for middle and senior management, Human Resource Managers, Employee Assistance Programme (EAP) personnel, Industrial Relations personnel and people who make financial decisions relating to EAP programmes

2. Programme Outcomes

- Explaining the factors that impact on wellness in a business environment
- Explaining the benefits of wellness on an organisation
- Researching the corporate culture in a specific business unit or small organisation
- Developing a strategy to improve organisational wellness in a business unit or small organisation

Qualification:	Certificate of Completion
Duration:	1-Month
Programme Type:	Category B – Workplace-Based Learning Programme
Programme ID:	PA0081
SAQA US:	114212
NQF Level:	4
Credits:	3
Entry Requirements:	Communication & Mathematical Literacy at NQF 3
Training Options:	Online - Each participant will receive access to an online portal, where all programme materials and resources are available. Training is delivered fully online, and participants will join scheduled Microsoft Teams sessions facilitated by a trainer. This mode provides flexibility and allows learners to participate from any location. Blended - Blended learning combines both online and face-to-face training. Participants receive access to an online portal for online content, resources, and self-paced activities. Alternatively, the learning material will be emailed to the participant. They also attend scheduled in-person contact sessions with a facilitator, either at the client's premises or providers campus. This approach offers the flexibility of online learning with the added support of guided, interactive sessions. Face-to-Face - Each participant will receive training resources, which contains all programme materials and resources. Training is delivered through onsite contact sessions, either at the client's premises or providers campus, where a facilitator conducts the sessions in a classroom environment.
Minimum Participants Required:	(1) Online, (1) Blended & (1) Face-to-face

**A choice of leveraged programmes for any person,
At any level, in any department, of any company, in any industry.**

3. Programme Content

- **(114212 US):** Explain the impact of organisational wellness on a business environment and indicate a strategy for a business unit

4. Topics

Topic 1: Explain the factors that impact on wellness in a business environment

- The factors that can impact on wellness in a business environment are named and an indication is given of how at least five of the factors impact positively or negatively on an organisation
- The contribution of norms and values to the wellness of an organisation are discussed with examples from a selected organisation
- The contribution of organisational support to the wellness of an organisation is discussed with reference to resources, conflict resolution, communication systems in an organisation, rewards and recognition and training
- The impact of a lack of peer support on organisational wellness is explained with examples
- The concept of company climate is explained with reference to sense of community, positive outlook and shared vision

Topic 2: Research the corporate culture in a specific business unit or small organisation

- The factors to be included in a corporate wellness culture survey are identified to determine the impact of organisational wellness on a business unit
- A questionnaire is designed or adapted to measure the wellness culture in a specific organisation
- Information relating to corporate wellness is analysed and interpreted and a written report is produced with reference to values and norms, organisational support, peer support and climate
- Recommendations are made to improve organisational wellness in a specific organisation

Topic 3: Explain the benefits of wellness on an organisation

- Direct benefits of improved organisational wellness are explained with examples
- Indirect benefits of organisational wellness are explained with examples
- The risks to an organisation that is not committed to organisational wellness are discussed with examples
- The consequences of not implementing wellness interventions are indicated with examples

Topic 4: Develop a strategy to improve organisational wellness in a business unit or small organisation

- The key issues to be addressed in a wellness strategy are identified and substantiated based on research
- One issue is selected and a strategy is developed to implement change in the business unit with reference to communication, implementation, reward and evaluation

We trust that the above is in order and look forward to hearing from you for Implementation

5. Workplace-Based Learning Programme

This WLP is a fusion of academic learning and practical work. The learning is directly applied to the workplace by using client-based mentors and extensive workplace-based portfolio work and assignments. Apart from the obvious benefits of a workplace directed qualification, each WLP qualifies for recognition as a Category B Skills Programme in the Learning Matrix of the Amended BEE codes, which allows for the salaries of participants to be recognized as part of the Skills Development Expenditure.

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