Introduction

The workON wellbeing resource has been developed for leaders and staff in response to the need to address the health and wellbeing of the whole workplace.

The workplace is a positive setting for health promotion in the 21st Century. The World Health Organization states that the workplace has a significant impact on the physical, mental, economic and social wellbeing of workers, and in turn, the health of their families, communities and society. It is therefore seen as a strategic site for implementing programs that educate the community about health and wellbeing.

The health promoting workplace delivers and implements training programs to support staff to address factors such as physical, social, emotional/cognitive and spiritual health in their personal lives, at work and in the culture of the organisation.

Overview

The workON training and package helps leaders and managers to:

- gain an insight into how to build or retain their own health and wellbeing so they can more fully enjoy work
- learn how to undertake their work in a more sustainable way
- act as role models and support for staff dealing with the health and wellbeing of direct reports and colleagues.

The package includes:

- information on the nature and extent of mental health difficulties in workplaces
- clear structures for long term planning
- an audit tool.

This professional development is undertaken in the context of the organisation’s human resource policy, systems and structure with clear links to the employee assistance scheme.

What is the workON package?

The workON workplace health and wellbeing package consists of professional development sessions for principals, middle managers and staff. The full workON kit, comprises a leadership handbook, an employee/staff book (multiple copies are available) and a series of 10 help cards.

The workON kit and additional resources can only be purchased with or after attending a professional learning event or a planned webinar.

Professional learning can be negotiated using a combination of options:

- workON for principals
  One full day workshop for school regions and association groups designed specifically for principal and leaders’ personal health and wellbeing.

- workON for leadership teams
  One full day workshop for school regions and association groups to support leadership teams’ health and wellbeing. The ability to customise materials is available to support specific organisational contexts, and to enable tailoring and sustaining your investment in health and wellbeing.

- workON for staff/groups
  One full day workshop for groups or schools, created for the needs of individual staff health and wellbeing.

Participants can also access a web based application, and online webinars.

“Best professional development I’ve ever had – it’s produced profound changes on my health and wellbeing for me in my role as a principal. NSW 2013”
What evidence base does the workON package use?

workON references occupational health and wellbeing research that indicates a positive psychology based health promotion approach enabling the development of a supportive work environment and personal support networks.

Through workON, leaders and principals can develop personal health plans and whole of site plans for staff groups.

workON is built on the following concepts:
• health and wellbeing is everyone’s business in the workplace
• health and wellbeing are critical issues for leader and staff performance
• health and wellbeing in the workplace is often about taking simple important actions early
• the workplace is a key place for many people to gain help
• health and wellbeing works best when built on the existing strengths of individuals and workplaces.

The resource uses a whole of person approach to health that includes social and emotional wellbeing, acknowledging the links between workplace wellbeing and the other parts of staff’s lives. The materials build on research that shows the connections between good workplace relations and performance.

workON professional development

The workON health and wellbeing sessions incorporate information to help leaders, managers and staff understand:
• what motivates themselves and others to make changes in their health and behaviours
• the critical importance of networks and social contact for health
• how personal world views impact on our health behaviour
• how community and staff can act as resources.

The kit also includes research on the extent of the difficulties experienced in workplaces within Australia and the nature of the mental health difficulties that leaders, managers and staff may face, and how to deal with them. This is supported by 10 cards on specific issues, including Anxiety Disorders, Isolation and Loneliness at Work, Loss and Grief, Mood Disorders, Suicide Prevention, Transition Back to Work, Understanding Stress, Anger in the Workplace, Understanding Psychosis, and Addictive Behaviours.

Costs

The workON package is owned exclusively by Principals Australia Institute. Packages can be tailored for individual sites, starting at $2500 (incl. GST) per day, excluding airfares, accommodation, and venue and resource costs for participants. The full workON kit is $120.

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I’ve learnt and thought through a whole range of health ideas that I can use for myself and for my staff. NSW 2013

Clearly presented, energetic and knowledgeable presenter, and it made me think. NSW 2014

Enjoyed the workshop…really good self reflective information disseminated in an enjoyable forum. Superior Energy Services Industry (SESII) 2008 (New Orleans, Louisiana)

The workON package is owned exclusively by Principals Australia Institute. Train the trainer packaging of the professional development to deliver to principals, leadership teams and school staff is available on application for international license.

Contact

innovations@pai.edu.au
Principals Australia Institute
Level 1, 205 Greenhill Road
Eastwood SA 5063
www.pai.edu.au
Phone 08 8394 2100