

## Managing and preventing psychosocial risks in your teams



MPGP-1 2 Days (14 Hours)

### Description

The prevention of psychosocial risks is a concern shared between HR managers and managers. Close to teams and employees, managers are the first to be able to anticipate risky situations and respond as quickly as possible. This training offers you concrete ways to meet legal obligations, develop operational vigilance and act appropriately.

### Who is this training for ?

#### For whom

Any team manager.

#### Prerequisites

None.

### Training objectives

- Identify the key elements of the legal framework.
- Put in place indicators to anticipate risky situations.
- Shape your ability to identify the first warning signs.
- Act quickly in the face of declared situations.

### Training program

Définir la responsabilité et le rôle du manager dans la prévention des risques psychosociaux

- The legal framework: key points.
- Anticipation systems: social climate studies, stress observatory.
- The role of the manager in prevention and the alert.

Identifier les premiers signes de risque chez un collaborateur

- Differentiate between what is a temporary situation and what becomes recurring.
- Identify the levels and types of stress and their manifestations in order to act effectively.
- Recognize 'irritants' and weak signals as first warning signs.

#### Adopter les comportements pour prévenir et maîtriser le risque

- Identify your institutional relays: HR managers, risk prevention managers, stress observatories, social partners, occupational health stakeholders.
- Communicate to create alert relays.

#### Assurer ses rôles de prévention et d'alerte

- Foster the expression of employees by creating moments of collective exchange.
- Take the time to listen and provide individual support.