

INTRODUCTION

Improving wellness for employees translates into efficient service delivery. Employees are faced with many demands in the work environment and personal challenges that impact on their productivity. People working in the health system at all levels often feel disconnected from the centre of power and lost in a multitude of bureaucratic processes. This increases feelings of alienation, demotivation, neglect and burnout. The Wellness for Effective Leadership (WEL) Programme responds to these challenges in the health system from a human resource development perspective. It further assists organisations with improving the wellness, emotional intelligence, interpersonal communication and personal skills of staff, and enhances organisational performance.

COURSE DESCRIPTION

This course is about helping and empowering employees with the knowledge and skills to work effectively and efficiently in the health system. It focuses on helping people to function optimally in a team, often in a less-than-ideal setting, by increasing their contribution to the work team.

The programme emphasises team building, collaboration and active participation in teams. Skilled facilitators help individuals and the group to identify their unique needs and go on to address these in the programme.

TARGET AUDIENCE

Health facility managers, health professionals, and line and support staff.



LEARNING OUTCOMES

After completing the course, you will be able to:

- Demonstrate increased self-awareness, emotional intelligence, and understanding of team dynamics.
- Improve listening and communication skills.
- Increase cohesion, focus and organisation of the group or team.
- Improve the functioning and performance of the team.

COURSE CONTENT

The key themes/topics that the course will cover:

- Develop personal effectiveness through self-awareness, self-care, emotional intelligence and effective communication.
- Strengthen management practice through addressing past trauma, stress and burnout.
- Develop team cohesion and unity.
- Understand team dynamics and address conflicts constructively.
- Develop skills in managing change, diversity and transformation.

ADMISSION

Any equivalent qualification on NQF level 4 level (matric certificate) with relevant practical experience.

ASSESSMENTS

Assignments are given for growth development, increase in self-awareness, group cohesion and listening skills. Change is reported and recorded throughout the programme, and teams report back after each engagement.

DURATION

WEL Programme runs for seven days, consisting of four workshops that are spread over six to eight months.

TRAINING DELIVERY

The course will be delivered through eLearning or blended learning.

REQUIREMENTS

Students must have access to a computer and the internet.

AWARD

A Health Systems Trust Certificate of Completion will be given to students who complete the short course.

FEES

The course fees vary, based on the number of enrolments by an organisation for the short course. A quotation per student will be given by the Course Co-ordinator, Cassius Semaushu at Cassius.Semaushu@hst.org.za. Course fees must be paid in full prior to the course start date.