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Human-Centred Leadership and Wellbeing Check-Ins Training Course for Managers

5 – 9 July 2027
Paris

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Human-Centred Leadership and Wellbeing Check-Ins is a 1-week training course for managers and team leaders who want to protect dignity and individual needs while holding performance standards, and who leave with a Team Care and Workload Charter. Strain, flexible work requests and quiet disengagement now reach every manager's desk before they reach HR. The course is offered by Jupiter Prime Training.

Why Human-Centred Leadership and Wellbeing Check-Ins Matter Now

Three forces shape this subject today: employees who expect managers to notice strain early, flexible and hybrid arrangements that make workload harder to see, and senior leaders who still expect delivery against firm targets. A manager who handles this well spots overload before sickness absence and agrees adjustments that keep standards intact. A manager who handles it badly swings between avoidance and rescue, and loses both trust and output. The course rests on the principle of psychological safety and on everyday practices of respectful, needs-aware supervision.

Who Gains Most from Human-Centred Leadership and Wellbeing Check-Ins

- Line managers who hold regular one-to-ones and set individual targets
- Team leaders who allocate shifts, cases or tasks across a group
- Supervisors who receive requests for flexible hours or adjusted duties
- Project leads who balance peak deadlines against people's capacity
- Newly promoted managers who now handle personal disclosures for the first time

The gain is greatest when several managers from one department attend together, because workload fairness and check-in habits then follow one shared standard.

Human-Centred Leadership and Wellbeing Check-Ins Capabilities

Participants practise listening and allocation routines on cases from hospital wards and professional services.

- Apply a structured wellbeing check-in that separates care from appraisal — the employee and their manager
- Assess workload distribution across a team using a visible load map — fair allocation decisions
- Design flexible work options that keep service and output standards — department heads
- Communicate a care conversation that respects dignity and sets clear next steps — the individual and HR partners
- Weigh individual adjustments against team fairness and precedent — peers and senior leaders
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Build early-warning signals of strain into weekly team routines — occupational health and line management

Key Human-Centred Leadership and Wellbeing Check-Ins Terms

- Wellbeing check-in — a short, regular conversation about how a person is coping, kept apart from performance rating.
- Psychological safety — a shared belief that people can raise concerns, admit mistakes or ask for help without humiliation.
- Reasonable adjustment — a change to duties, hours or setting that lets a person keep contributing despite a health or life constraint.
- Workload load map — a visual of tasks, hours and deadlines per person used to spot overload and idle capacity.
- Active listening — attending to words, tone and silence, then reflecting back meaning before offering any solution.
- Dignity at work — treating each person with respect in tone, privacy and decisions, whatever their role or output.

Human-Centred Leadership and Wellbeing Check-Ins Day by Day

Day 1: The Human Side of Performance

- Care and Standards Balance Model — Holding Expectations While Noticing Strain
- Psychological Safety Climate Scan — Where Team Members Stay Silent
- Dignity at Work Principles — Tone, Privacy and Fair Treatment Choices
- Manager Self-Awareness Reflection — Recognising Personal Triggers Under Pressure
- Strain Signals Checklist — Spotting Early Signs Before Absence Rises

Day 2: Listening and Wellbeing Check-Ins

- Active Listening Practice — Reflecting Meaning Before Offering Solutions
- Wellbeing Check-In Structure — Separating Care Talk From Appraisal Talk
- Open Question Bank — Inviting Honest Answers Without Prying
- Confidentiality Boundaries Guide — What Managers Keep, Share or Refer
- Referral Pathways Map — When to Involve HR or Occupational Health

Day 3: Care Conversations and Individual Needs

- Care Conversation Framework — Opening, Exploring and Agreeing Next Steps
- Personal Disclosure Response — Handling Grief, Illness or Family Pressure
- Reasonable Adjustment Options — Matching Changes to Role Requirements
- Return-to-Work Discussion — Rebuilding Confidence After Extended Absence
- Performance Concern With Compassion — Addressing Gaps Without Blame

Day 4: Flexible Work Design and Workload Fairness

- Flexible Arrangement Options Grid — Hours, Location and Task Swaps
- Workload Load Map — Seeing Overload and Idle Capacity Together
- Fair Allocation Rules — Rotating Unpopular Tasks and Peak Duties
- Individual Versus Team Fairness Test — Avoiding Hidden Precedents
- Recovery Time Norms — Protecting Breaks, Leave and Off-Hours Contact

Day 5: Practising the Team Care and Workload Charter

- Check-In Role Play Rounds — Applying Day Two Structure to Live Cases
- Care Conversation Rehearsal — Testing Day Three Framework Under Pressure
- Team Load Map Rebuild — Applying Day Four Allocation Rules
- Peer Feedback on Adjustment Decisions — Defending Fairness Before Colleagues
- Team Care and Workload Charter Completion — Check-Ins, Allocation and Recovery

Applying Human-Centred Leadership and Wellbeing Check-Ins After the Course

- Run a first round of wellbeing check-ins with every direct report and record themes, not personal details.
- Draw a workload load map for the team, rebalance the two most overloaded roles and share the allocation rules.

Human-Centred Leadership and Wellbeing Check-Ins Questions FAQ

What are human-centred leadership and wellbeing check-ins, and why do they matter now?

They are habits of leading that notice people's strain and needs while keeping clear standards. They matter now because flexible work hides overload and employees expect managers to act early and respectfully.

Which roles gain most from human-centred leadership and wellbeing check-ins?

Line managers and team leaders gain most. They hold one-to-ones, allocate work and receive personal disclosures, so their daily choices shape how cared for and how fairly treated a team feels.

How does human-centred leadership and wellbeing check-ins training differ from workload planning training?

It centres on conversations, dignity and individual adjustments rather than capacity models alone. Workload planning courses size demand; this course links allocation fairness to listening, care conversations and recovery norms.

What do you bring back from human-centred leadership and wellbeing check-ins training?

You bring back a team charter ready for use. It sets your check-in rhythm, care conversation steps, fair allocation rules and recovery norms, so the team knows what to expect from you.

Human-Centred Leadership and Wellbeing Check-Ins: The Way Forward

The Team Care and Workload Charter first informs how the next month's tasks and peak duties are shared out. Managers use it in one-to-ones and team meetings, and HR partners use it to align support. After the first cycle of check-ins, revisit whether the balance between individual adjustments and team fairness still feels right to everyone.