

# ICAS ACADEMY LEADERS

## Lunch Sessions, Workshops, Trainings

Digitalization, agile working models such as home office, and generation diversity are factors that are changing our working lives significantly and on a long-term basis. Managers are expected to guide companies through these changes. The fast pace of our increasingly complex working world forces us to handle our most important resources in a responsible and sustainable way – ourselves and our employees. A healthy lifestyle and management style reduces stress and increases performance and motivation.

It is therefore important that transformation starts right at the top. Our new ICAS Academy Leaders training programs will equip you with the necessary new management skills.

### Forms of Training



**Lunch sessions** are informative presentations on specific topics. During the one-hour event, participants will learn the most important elements of each topic.

Our lunch sessions provide you and your employees with focused information within a short period of time and at minimal cost. Experienced trainers guide through the topic and are available for discussions or individual questions after the event.

Lunch session (1 hour)



**Workshops** offer an in-depth insight into a selected topic. A group of 10-15 people work on a topic with the aim of deepening their knowledge and developing suggestions for everyday life.

The two-hour workshops impart knowledge and motivate you and your employees to rethink existing behaviors and actions and to develop solutions in order to increase personal responsibility and health competence.

Workshop (2 hours)



During a **training** session, a topic is worked out in depth during four hours. In a group of 10-15 people, practical information is provided and specific action strategies for everyday life are developed.

Our four-hour training sessions provide you and your employees with a lot of background knowledge on a topic and effective tools to identify personal problems at an early stage and tackle them with suitable measures.

Training (4 hours)

## Target Audience

### Executives/Management

In complex management tasks such as dealing with addiction problems, bullying or sexual harassment, it is essential for executives to strengthen their own expertise and improve their own resource management.

### Human Resources

Increase the resilience of your HR managers. HR managers often conduct challenging and stressful interviews. But what about their own resource management?

## Topics

### Setting an example with healthy leadership



Various studies show that a leadership style with a focus on respect and health has a positive influence on employees. Appreciation, open communication, and promoting the individual strengths of employees enhance not only their health and motivation but also have a favorable effect on their performance and boost job satisfaction. Many managers however do not realize the importance of their role in setting an example. Yet, the behavior of a manager inspires employees to look after and promote their own health so that they are in a better position to master the challenges of our time.

- Better self-awareness and self-reflection – how do my employees perceive my behavior?
- More regard towards yourself and your employees
- Find a healthy and health-promoting leadership style

### Digital leadership



This training focuses on the human factor in times of permanent change. Digitalization not only means new technologies and business models, but more importantly also requires a transformation in cognitive skills, in behavior, and in the emotional profile of management.

- What mindset is required for the digitalization process?
- How can we get rid of mental barriers to digitalization?
- Methods that are both innovative and easy to implement, and that will make digitalization possible for you and your employees

### Intergenerational leadership



A blend of generations is the norm in today's workforce. In order to maximize the full potential of this generational diversity to the benefit of an organization, managers must understand the different values and preferences in a team.

- Take advantage of the generational diversity to the benefit of an organization through management
- Managing with an awareness of what matters to each generation
- Avoiding group conflict as a result of preconceptions, stereotyping, mistrust, and misunderstandings

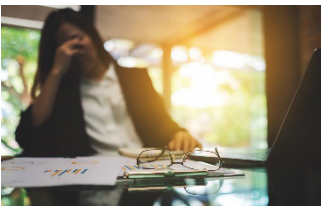
## Dealing with employees under psychological stress



The increase in mental stress means that more and more managers are having to deal with severely stressed employees. This event is aimed at employees in management positions and HR professionals. Participants will learn:

- How to categorize the phenomena of mental stress and mental disorders, and the impact they have on work lives.
- Duties on the part of managers in terms of protecting and promoting the mental health of their employees – but also, where to set limits in this regard.
- Signs that help identify mentally stressed employees, how to best approach the issue with them, and how to steer them in the right direction for help.
- The role of a team in dealing with mentally stressed employees, the pitfalls managers must avoid, and how managers can exercise prudence in emergencies.

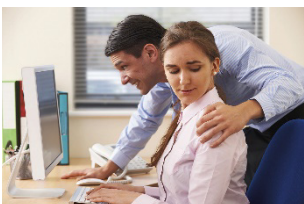
## Early recognition of burnout



Burnout prevention is also a management issue, because individual employees or entire teams that burn out generate high costs for both the company and society. In our program, participants learn:

- what is meant by burnout and what is not, how a case of burnout arises and what the most important risk factors for burnout are.
- why a case of burnout is often recognized only after health and performance are already severely impaired and how one recognizes the threat of burnout in oneself and others.
- how managers can deal with employees who they fear will burn out, and where the options and limits lie with regard to management responsibility.

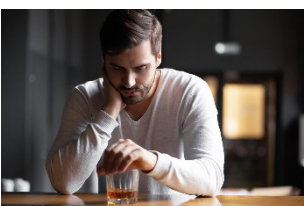
## Mobbing and sexual harassment



Managers have a duty of care for their employees' well-being. This responsibility includes the duty to protect employees from mobbing and sexual harassment. But what is the right way to intervene or (preferably) to prevent such occurrences? Participants learn:

- how workplace bullying and sexual harassment are defined under labor law and how both can be identified.
- what measures managers can personally take to prevent workplace bullying and sexual harassment in their areas of responsibility.
- how they can directly support those affected.

## Dealing with addiction-prone employees



Recognizing and supporting addiction-prone employees is an important component of operational health care. But how do you react if an employee is suspected of having an addiction problem? Participants will learn:

- the core mechanisms of addictive illnesses, as well as the risks and consequences of substance abuse and behavioral addiction.
- by means of which behavioral patterns a potential problem with addiction can be identified.
- which procedure is expedient in supporting employees inclined to addiction or who are already suffering from addiction within the framework of the company's possibilities.



## Languages

We offer our courses in English, German, French, and Italian. Other languages on request.

## Trainers

Our trainers are specialists in occupational health management or psychologists with many years of professional experience as occupational and organizational psychologists.

Our know-how is based on our practical experience, which we gain through the daily consulting and support of our customers.

## Costs

		<i>On-site event</i>	<i>Webinar</i>
Lunch session	1 hour	€ 650	€ 500
Workshop	2 hours	€ 900	not recommended as webinar
Training	4 hours	€ 1,100	not recommended as webinar

The price includes preparation and handouts. For on-site events, travel expenses and travel time are additionally invoiced at a flat rate of € 150 per event.

The offer is valid for ICAS customers.

The prices are exclusive of VAT.

## Infrastructure

The training courses take place in suitable training rooms **at your premises**.

Lunch sessions can also be booked as webinars.

## Topics

If you would like a training course on a topic not listed, please contact us. We will be happy to advise you and put together tailor-made content that exactly meets the needs of your company.



## Contact

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