

On-course workshops for existing customers

As part of Unum's focus on prevention, these workshops are designed primarily for line managers and Human Resources professionals. The aim of these sessions is to empower, upskill and support attendees to confidently spot problems and provide employees with practical help.

Designed for up to 50 attendees, our online webinars can support multi-sited businesses to deliver consistent, interactive training for their line managers.

We also provide collaborative, face-to-face onsite workshops (minimum 15 people). Lasting up to 2.5 hours, all sessions are CPD-certified*, offering 2 hours of CPD on completion.

*Except U-First, which is an employee wellbeing session.

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Mental Health in the Workplace

This is our newest workshop and focuses on both the fast-growing awareness, and the importance of good mental health and wellbeing in the workplace.

Helping staff prevent mental ill-health is not just the 'right thing to do'. Recognising, valuing, improving and protecting mental wellbeing in the workplace also makes sound business sense.

This session was developed by our in-house psychiatrist and rehabilitation team following our partnership with the Mental Health Foundation.



What does it cover?

- Why mental health is a universal asset for the individual, organisation and society
- How to recognise mental ill-health
- The tools you can give staff to help identify, manage and prevent poor mental health in the workplace

Do I need to do any pre-work?

No. We will cover the content in the session.

Cancer in the Workplace

Developed with Maggie's cancer charity, this workshop shows how and when to provide support.

It gives a better understanding of the likely effects of cancer and its treatments - leading to greater confidence in discussing the needs of affected employees.



What does it cover?

- The biology of cancer
- Types of treatment and possible side-effects, including those less obvious
- How to offer appropriate support - from diagnosis to a return to work

Do I need to do any pre-work?

No. We will cover the content in the session.

Prevention of musculoskeletal disorders in the workplace

This session shows the importance of implementing best practice for maximum comfort, efficiency and safety in the workplace.

It identifies the employer's and employee's responsibilities in preventing and managing musculoskeletal disorders (MSDs) with the Mental Health Foundation.



Do I need to do any pre-work?

No. We will cover the content in the session.

What does it cover?

- Basic anatomy of common MSDs
- Causes of MSD in the working environment
- Practical ergonomic principles to prevent MSD
- Psychological impact of MSDs
- Access to support tools and resources
- Basic understanding of risk factors and adjustments for manual workers

Stress awareness and management

Stress-related illness is one of the most common causes of absence¹. It can impact productivity, staff engagement, and lead to long-term absence.

This session, developed in partnership with Affinity Health at Work, shows how to recognise the signs and reduce key triggers - a vital skill in today's workplace.

What does it cover?

- Managing stress and why it's important
- The manager's role
- Recognising signs of stress
- Providing support through stressful times



Do I need to do any pre-work?

We will send an invite upon booking which will have the pre-work in. This should start to increase attendees understanding of the physical response to stress and also awareness of the term 'Resilience'.

Sickness absence management

Sickness absence affects productivity and can cause increased costs¹.

This session shows how managing sickness absence effectively can help to reduce costs and support absent employees as well as helping staff to stay healthy.



Do I need to do any pre-work?

No - but we'll work with you beforehand so we understand your business issues and ensure the workshop meets your specific needs.

What does it cover?

- The cost of staff absence
- Recognising absence trends
- Supporting an employee through sickness absence
- Recording absence effectively and using data
- Return to work planning and interviews
- Practical management tools

¹ CIPD - Absence management report 2016

Fluctuating conditions

Fluctuating conditions can affect anyone and include asthma, diabetes, arthritis, depression and Multiple Sclerosis. Whatever the condition, the principles behind providing support are the same.

In this practical workshop, we'll explore the characteristics of a fluctuating condition and examine how to have conversations to enable shared knowledge and decision-making between you and your employee. We'll also explain the support that you can access and look at ways to review the employee's progress so any potential relapses are better managed at work.

What does it cover?

- What is a recurring condition?
- How we can support in the workplace
- Sharing knowledge and shared decision-making
- Available support



Do I need to do any pre-work?

No. We will cover the content in the session.

U first

This session is designed specifically for employees.

This hour-long session can be delivered as a lunch and learn, or as a standalone session either face-to-face or via an online webinar. This session has been created to give your most valuable asset - your staff - the space to nurture their wellbeing.



This interactive and friendly session is designed to make your staff feel comfortable and safe to review how they might feel when under stress, explore strategies to improve their resilience, and make steps to implement some S.M.A.R.T. goals to improve their wellbeing at home and work.

Each attendee will get a take away with resources, wellbeing strategies and their personal pledges to improve their wellbeing.

To find out more or to book your place

 Call us on **01306 646 001**  or email oncourse@unum.co.uk

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