MASTERCLASS · TRAINING PROGRAMME

Managing assessment

and intervention projects in Psychosocial Risks

hygge
Organizational Mental Health Promotion Project
By João Paulo Pereira

4 HOURS / IN PERSON OR ONLINE

A complete route from mapping to impact evaluation, so that intervention on psychosocial risks stops being a document and becomes an observable change in teams.

Objectives

- Define scope, objectives and success criteria for a psychosocial risk project.
- Choose assessment methods suited to the organisation's size and culture.
- Design an intervention plan with owners, deadlines and indicators.
- Evaluate results and communicate conclusions to those who decide.

Themes and training dynamics

20 min	**From requirement to opportunity** Why assess: legal duty, diagnosis or continuous improvement. What each choice implies.
35 min	**Designing the assessment** Population, tools, deadlines and confidentiality. What to ask and what to avoid in the questionnaire.
40 min	**Reading the results** Process, prioritise and communicate risks. What to do when results are sensitive.
10 min	**Break**
40 min	**From result to plan** Prioritise risks, define measures, owners and deadlines. Links to ISO 9001, NP 4552 and NP 4590.
55 min	**Project workshop** Each group designs a full project: scope, assessment, measures, indicators and communication.
40 min	**Evaluating impact and sustaining** Outcome indicators, plan review and presentation to decision-makers. Mistakes that block continuity.

End with a designed assessment and intervention project, with measures, deadlines and indicators ready for internal discussion.

Make assessment a plan, not a report.

João Paulo Pereira · People & Organisations

jpp@hygge.pt / +351 963 476 723 / jpsper.com