MASTERCLASS · TRAINING PROGRAMME

How to assess and interpret the ROI of assessments and interventions

hygge
Organizational Mental Health Promotion Project
By João Paulo Pereira

4 HOURS / IN PERSON OR ONLINE

A programme for turning assessments and interventions into numbers management understands. From the cost of absence to the return on a prevention measure, without inventing data or inflating results.

Objectives

- Define what is worth measuring in an assessment or intervention.
- Calculate costs and benefits of mental health and wellbeing measures.
- Apply ROI and other return indicators critically.
- Present conclusions to decision-makers, with limits and uncertainties.

Themes and training dynamics

20 min	**Who the numbers are for** What management needs to see. Why ROI is not the only decision criterion.
35 min	**The cost of doing nothing** Absence, turnover, presenteeism, conflict and accidents. How to estimate with data you already have.
40 min	**Calculation methods** ROI, SROI, cost-benefit and utility. What each method proves and what it does not.
10 min	**Break**
40 min	**From data to decision** Building an investment case: hypothesis, assumptions, ranges and sensitivity.
55 min	**Calculation workshop** Each group calculates the return on a real intervention and defends the number in plenary.
40 min	**Communicating honestly** Charts, limits, uncertainties and hard questions from management. What not to promise.

End with a calculated investment case, with explicit assumptions and a presentation ready to use.

Show the value of caring for people.

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