



«Efficient employee presence» training

Managing absence and productivity

Employee health is an issue related to management and proximity to employees. First-level managers are directly concerned with this relationship. Our training will help them foster team collaboration and develop an efficient work environment.

Based on over 15 years of practical corporate experience, the training is oriented towards two aspects:

- > absence management,
- > employee productivity.

At end of the training, line managers will have developed simple and efficient skills to:

- > know what attitude to adopt towards employees,
- > anticipate internal dysfunctions,
- > prevent absence,
- > discover the factors that influence motivation,
- > develop a positive work atmosphere as well as team confidence.

Procedure

During a first meeting, we assess:

- > your absence management process,
- > company regulations,
- > indicators,
- > the corporate environment.

Once the situation is defined, we decide together with you on the role of managers and the training required. You can choose different modules according to your needs. Employee health and well-being at work improve mainly when the emphasis is on listening, recognition and proximity of the line manager.

Objectives	<p>The training will focus on the following objectives:</p> <ul style="list-style-type: none"> ➤ to understand absence-related issues in your company, ➤ to learn about different management styles, ➤ to be able to apply key competencies in managing absence and developing a close relationship with your employees, ➤ to know how to address personal issues while complying with the legal framework and building a relationship of trust, ➤ to know and to implement the absence management procedure and conduct different interviews, ➤ to be able to identify the signs of internal dysfunctions, ➤ to address the different aspects that increase productivity in the long-term.
Results	<p>Based on practical experience proven over several years, you will rapidly achieve measurable results such as:</p> <ul style="list-style-type: none"> ➤ reduced short-term absence costs (1 to 30 days), ➤ reduced long-term absence, ➤ a healthier work environment, conducive to productivity and the empowerment of all employees, ➤ relationships based on trust and respect, ➤ absent employees will return to work in fair working conditions conducive to their reintegration, ➤ reduced turnover.
Method	A one-day session using different facilitation methods as well as case studies based on practice.
Speakers	Specialists in corporate health management and experienced adult education practitioners.
Target audience	Managers, team leaders, members of management and human resources.
Duration of training	One day per group.
Price	<p>Upon request.</p> <p>Corporate clients of Groupe Mutuel can benefit from a 20% discount.</p>

Information

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