

Training catalogue



JULY 2024

**STIMULUS supports you
to prevent psychosocial risks
and promote well-being at work**

A brand of the group



TRAINING COURSES TAILORED TO YOUR NEEDS



International roll-out

With a physical presence in France, Italy, Spain and Germany, we also have a global reach. Thanks to our network of expert partners, we are able to implement projects worldwide. We adapt content to the local language and culture, while ensuring an optimal user experience and a common knowledge base within your organization. Our dedicated team remains by your side to steer all the different phases of the project, from the pedagogical engineering to the roll-out in all countries.



Accessible to people with disabilities

Each of our training courses can be deployed in sign language or transcribed live to make them accessible to people with disabilities.

If you have a disabled audience, please let us know at the time of registration, so that we can do our utmost to ensure that the course is adapted to your specific needs.



Customizable formats and content

The contents and formats presented in this catalog are «off-the-shelf». Our experts are at your disposal to adapt them to your needs and those of your teams. Whether in terms of content or format, each training course can be implemented according to your specific requirements.

OFFERING YOU A REAL LEARNING EXPERIENCE

Our teaching approach, developed by experts, is the result of many years of experience in the field. It is continuously inspired by scientific work carried out in our areas of expertise.

Our goal?

To arouse interest, raise awareness, and then encourage experimentation so that everyone can embody new behaviours around healthy management practices and issues of psychological health at work.

“Acquiring knowledge is good, but developing new behaviours is even better!”

Our training courses aim to bring out subtle behaviours that can be particularly useful to the participants in the most uncomfortable situations of their working life.

We therefore have a major challenge: transferring learning to real-life work situations.

OUR TEACHING APPROACH



BREAKING BIG PROBLEMS DOWN INTO SMALLER ONES

Our expertise is intended to drive pragmatism. Rather than dealing with abstract topics, training is an opportunity for everyone to build their own toolbox and find concrete solutions. For example, each of our training courses is dedicated to a problem that can arise in the workplace.



UNLEARNING AND LEARNING THROUGH PLAY

The participants develop their skills through original games, walking debates, and role-playing. It is by experimenting and making mistakes that the participants identify their reflexive behaviours and thoughts. And it is through further experimentation that they manage to do things differently.



ACCULTURATING RATHER THAN TRAINING

Our mission is to change mindsets and produce virtuous behaviour so that the whole organisation benefits.



CALLING ON FACILITATORS FROM THE WORLD OF WORK

Our teams of training consultants are organised by sector, which enables them to tailor the content of our training courses to your context and your business. Our multicultural approach also allows us to offer our face-to-face and distance learning courses in several languages (French, English, Spanish, Italian, German, etc.).



Experts in psychological health at work

Created in France in 1989, Stimulus is the European leader specialised in mental health and well-being at work.

Based on our scientific approach, our mission is twofold: to prevent psychosocial risks and enhance well-being at work to serve both the economic and human challenges of companies and organisations.

Improving your well-being at work

ALL EMPLOYEES

Enhancing your well-being through positive psychology

LEARNING OBJECTIVES

- Understand what positive psychology is and what it is not: misconceptions and theoretical input
- Discover activities and tools you can use every day to improve your well-being

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

FACILITATORS

- Occupational psychologists
- Clinical psychologists
- Certified coaches
- Ergonomists
- Human resources experts / Management experts / Organisational experts

ACCESSIBILITY AND FORMAT

- Interactive face-to-face or distance learning format
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WORKSHOP ▪ TRAINING ▪ WEBINAR



NUMBER OF PARTICIPANTS

- Workshop: 8 to 10 participants
- Training: max. 12 participants
- Webinar: max. 500 participants



DURATION

- Workshop: 2 to 3.5 hours
- Training: 1 day
- Webinar: 1 to 1.5 hours



CONTACT

- To roll-out this training in the following languages :



contact@stimulus-conseil.com



info@stimulus-consulting.it



contacto@stimulus-consultoria.com



training@stimulus-consulting.de

- For any other language, or for a multilingual roll-out:



contact@stimulus-global.com

Enhancing your well-being through emotional intelligence

LEARNING OBJECTIVES

- Be familiar with the main emotions and their functions
- Discover the 5 emotional skills: identify, understand, regulate, express and use
- Use them in everyday life

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

FACILITATORS

- Occupational psychologists
- Clinical psychologists
- Certified coaches
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Managing your emotions in everyday life

LEARNING OBJECTIVES

- Be familiar with the different types of responses to an emotionally charged situation
- Understand the function of emotions, at the origin of our actions
- Be able to respond through collective vigilance
- Be aware of your own resources for facing a difficult situation
- Group practice with case studies (developed before the training)

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

FACILITATORS

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Enhancing healthy management practices

LEARNING OBJECTIVES

- Understand what stress is and how it operates
- Know the main risk and protective factors in the workplace
- Discover what healthy management practices entail
- Acquire tools to implement these practices in your everyday managerial life

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

FACILITATORS

- Occupational psychologists
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- Certified coaches
- Ergonomists
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Managing with emotional intelligence

LEARNING OBJECTIVES

- Be familiar with the main emotions and their functions
- Discover the 5 emotional skills: identify, understand, regulate, express and use
- Use them in everyday life as a manager

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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How to protect mental health at work

ALL EMPLOYEES

Actively protect mental health at work on a daily basis

LEARNING OBJECTIVES

- Understand what mental health at work is: challenges, factors, consequences, etc.
- Understand burnout: definition, manifestations, types of people affected
- Know how to identify a person in difficulty
- Be familiar with the main emotions and have some basic tools for regulating them, for others and yourself
- Know how to be empathetic
- Be aware of your own limits
- Be aware of prevention stakeholders in the workplace and know how to turn to them (doctor, social worker, psychologist, other, etc.)

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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Coping with stress

LEARNING OBJECTIVES

- Know the definition of stress
- Know and be able to identify the various manifestations of stress in yourself
- Distinguish between stress and burnout
- Identify risk and protective factors for yourself
- Be familiar with and know how to apply the techniques of stepping back, breathing, and self-assertion

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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Asserting yourself in your work relationships

LEARNING OBJECTIVES

- Understand what stress is and what it can cause
- In the social sphere, identify your inappropriate behaviors and perceive their impacts
- Feel more comfortable in various situations where you have to communicate and/or interact with others
- Know how to deal with situations involving interpersonal challenges and/or difficulties

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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Preventing and managing rudeness

LEARNING OBJECTIVES

- Understand what rudeness are and how they manifest in a professional environment
- Familiarize oneself with the process of conflict escalation
- Acquire tools for the prevention and management of rudeness

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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Managing your workload

LEARNING OBJECTIVES

- Provide participants with an opportunity to take time to think specifically about their workload and how they might gain control over it
- Develop good reflexes and interpersonal skills for building new habits

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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Preventing overcommitment and managing disconnection

LEARNING OBJECTIVES

- Understand what overcommitment is and how it occurs.
- Know how to identify it
- Be familiar with your own drivers (internal requirements) so you can relax them
- Learn some tips to prevent overcommitment

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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Understanding, preventing, and managing burnout

LEARNING OBJECTIVES

- Understand what is meant by professional burnout syndrome
- Prevent burnout and recognize associated symptoms in oneself and others
- Manage a burnout

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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- Clinical psychologists
- Certified coaches
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Managing your own stress and that of others

LEARNING OBJECTIVES

- Know and identify the various manifestations of stress in yourself and others
- Distinguish between stress and burnout
- Identify risk and protective factors for yourself and your team
- Be familiar with and know how to apply the technique of stepping back for yourself and others
- Conduct a “listening” meeting and know how to hand over the baton

METHODS USED

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- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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Identifying and supporting a colleague in difficulty

LEARNING OBJECTIVES

- Know how to identify a colleague in difficulty
- Be familiar with the primary emotions and have some basic tools for regulating them
- Know how to support an employee in difficulty by being empathetic
- Be aware of the limits of your role and tasks
- Know how to call on other stakeholders in the network (doctor, social worker, psychologist, other, etc.)

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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Preventing and managing interpersonal conflicts

LEARNING OBJECTIVES

- Be familiar with the different forms of violence at work
- Defuse a pre-conflict situation with non-violent communication
- Protect yourself from uncivil behavior on a daily basis
- Inform your employer of a situation of workplace violence

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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How to lead in a context of uncertainty or change

LEARNING OBJECTIVES

- Understand human behavior in the face of change
- Identify the stages of experiencing change, the dynamics of transitions, and the concerns of the individuals involved
- Detect warning signs
- Be familiar with the 5 key managerial skills in times of uncertainty and acquire some basic tools

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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How to lead in a hybrid work mode

LEARNING OBJECTIVES

- Explore the main impacts, benefits and risks of hybrid mode
- Discover managerial challenges when dealing with hybrid teams
- Discover managerial tools to meet the challenge

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

FACILITATORS

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Regulating workload within your team

LEARNING OBJECTIVES

- Provide an opportunity for managers and their teams to take time to concretely reflect on how actual workloads are regulated, both individually and collectively
- Identify actions that can be taken to regulate actual workloads

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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Preventing harassment and sexist behavior

LEARNING OBJECTIVES

- Know the definitions of the different terms: from sexism to discrimination
- Distinguish between similar situations
- Be aware of your responsibilities and duties
- Be able to identify and refer a risky situation
- Protect yourself in the management of complex situations

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

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Preventing and managing rudeness

LEARNING OBJECTIVES

- Understand what rudeness is and how it manifests in a professional environment
- Familiarize oneself with the conflict escalation process
- Acquire tools for the prevention and management of rudeness
- Have managerial tools to support an employee exposed to rudeness

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- The programme and learning objectives will be adapted depending on the chosen format

WORKSHOP ▪ TRAINING ▪ WEBINAR



NUMBER OF PARTICIPANTS

- Workshop: 8 to 10 participants
- Training: max. 12 participants
- Webinar: max. 500 participants



DURATION

- Workshop: 2 to 3.5 hours
- Training: 1 day
- Webinar: 1 to 1.5 hours



CONTACT

- To roll-out this training in the following languages :



contact@stimulus-conseil.com



info@stimulus-consulting.it



contacto@stimulus-consultoria.com



training@stimulus-consulting.de

- For any other language, or for a multilingual roll-out:



contact@stimulus-global.com

Understanding, preventing, and supporting burnout

LEARNING OBJECTIVES

- Understand what professional burnout syndrome is
- Identify symptoms of burnout in oneself and others
- Prevent and manage burnout
- Learn how to reintegrate colleagues following a burnout

METHODS USED

- Theoretical input
- Interactive learning activities: role-plays, case studies, learning games, interactive platforms (Beekast) and videos

FACILITATORS

- Occupational psychologists
- Clinical psychologists
- Certified coaches
- Ergonomists
- Human resources experts / Management experts / Organisational experts

ACCESSIBILITY AND FORMAT

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Do you have a training project?

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