

# **Managing Work Stress With the Help of Positive Psychology for Superior Performance**

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## **Introduction**

In contemporary work environment, executives often complain of stress. The individual consequences of work stress are extensive and range from psychological distress to physical ailments. On the organizational front it leads to absenteeism, turnover, loss of productivity, and well-being. Managing stress is an essential competence that today's executives need to develop. Workplace stress can be effectively managed with the helping hand of Positive psychology. Positive psychology encompasses the study of positive experience, positive individual traits, and the institutions and practices that facilitate their development.

## **Objectives**

The objectives of the program are to help participants recognize stress, understand its nature, and learn to manage in an effective way to improve overall performance at the work place. Participants will learn about stress at three levels; individual, team and organizational. At these three levels, the program will help the participants understand the sources of stress and develop healthy coping mechanisms. The course aims to impart not only knowledge, but also effective techniques and practices to manage stress with the help of various instruments for engagement, positive emotions and mindfulness.

**Key Topics:** • Understanding the nature of stress • Stress at individual level - The role of body, mind, personality and situations • Managing the body to cope with stress - Role of posture, breathing, Yoga, and exercise • Managing the mind - Meditation, Mindfulness and resilient thinking • Managing time, task and people • Stress at team level - Social nature of stress • Managing stress at group level - The role of team mates and managers • Supervisor support and social support • Spotting burnout among team mates • Leadership and communication • Managing toxic supervisors • Workplace bullying • Stress at organizational level - Role of organization processes, policies and work culture • Designing stress free organizations ;Introduction to positive psychology; Research and Evaluation Processes in PP; PP at the individual level: well-being, happiness and positive emotions; Well-being and Society; Economy, Politics and happiness; Applied Positive Psychology; Positive Organizational Studies; Appreciative Inquiry and Solution Focus Approach; Virtues and Character Strengths; Resilience and Post-traumatic growth; Positive Nations and Communities.

## **Pedagogy**

The delivery is through a mix of lectures, group and individual in-class exercises, and cases. It is highly interactive and experiential.

**Who May Attend** : Managers at all levels.