MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Human Resources Management

Workplace counselling and employee welfare management

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2570	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course

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Course Overview

The history of counselling in the workplace is not a clear, logical or easy one to determine. It seems to be a story of widely differing
pressures ranging from social, political, economic, institutional/ organizational, individual, practitioner and client sources. Some of these pressures may have been conscious, others deeply unconscious.
Whatever these pressures may be, they have led to the present position of counselling in the workplace. There is no universally accepted definition of employee wellness. In addition, there is little research to address the best practices for managing EWPs. This poses great challenges for benchmarking the effectiveness of an organisation’s EWP. This article aims to provide insights into the nature, content, context, participants, role-players and anticipated benefits and possible drawbacks of EWPs as organisations implement them in South Africa.

Course Outcomes

- define employee wellness as it currently exists in selected South African organisations
- determine the reasons why organisations introduce Employee Wellness Programmes and the problems they experience in doing so
- investigate how the organisations present the results of their programmes
- investigate how organisations rate the success and effectiveness of their EWPs
- determine employee needs and participation of employees in EWPs
- determine how organisations fund their programmes
- to investigate how managers are involved in managing EWPs in their organisations.

Course Outline / Curriculum

- Employee wellness as participating organisations, service providers and labour unions define it
- Reasons for introducing Employee Wellness Programmes according to participating organisations, service providers and labour unions
- Introduction dates
- Negative consequences of introducing
- Reasons why organisations rated their Employee Wellness Programmes as successful
- Measuring the effectiveness of programmes
- Improving Employee Wellness Programmes delivery
- Determining employees’ needs
- Participation rates of employees
- Presenting the results of Employee Wellness Programmes
- Support from managers
- Funding of Employee Wellness Programmes
- Discussion and recommendations
- Defining employee wellness
- Introducing Employee Wellness Programmes: Reasons and negative consequences
- Presenting the results of Employee Wellness Programmes
- Success, effectiveness and improvement of Employee Wellness Programmes
- Employee needs and participation of employees in Employee Wellness Programmes
- Expenditure and support from managers
- Limitations and recommendations

Target Audience

Workplace counselling and employee welfare management

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairob
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flexib

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training

support.

Register / Apply Online | **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Workplace counselling and employee welfare management
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue /Date	
Estimated Number ofDelegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____