

Workshop for PhD students : Positive dynamics on the work place

Monday 29 January 2024 - Monday 29 January 2024

UPC, Campus Odéon

Scientific Programme

How to build and empower the coping style for relationships in the organisational environment?

Topics :

Wellness in the work place, different relational styles: identification of the relational style to foster adaptation and communication processes in the work team. Focus on expectations, needs and values.

Promotion of coping strategies to prevent and counter burnout syndrome: presentation of Burnout as a syndrome arising from chronic stress at work caused by constant and repeated exposure to environmental or relational stressors, affecting a person's personal/professional life and adaptive capacity. Focus on how to recognise it, what the intervention tools and protective factors are.

Multicultural and emotional intelligence: a look at how work behaviour is the interaction between the person and the context in which he or she grew up. Focus on how to recognise values, rituals, myths and more generally the culture of reference to enable the person to identify his or her identity and to be able to interact with colleagues and supervisors.

Conflict management and negotiation: conflict in the organisational environment is the worst obstacle to achieving optimal performance. Focus on the identification of the main types of organisational conflict, the underlying motivations and negotiation strategies.

Diversity and Inclusion: inclusive society as an environment that is fair and just for all. Embracing and valuing the characteristics of each employee allows organisations to have a loyal corporate population that is proud of their workplace. Focus on inclusion as an engine for growth and development, management biases and processes, foster a more comprehensive and in-depth understanding of discrimination and the social inefficiencies and injustices that result from it.

For each of the topics, a direct experience and a self-assessment questionnaire will be presented.

Speakers: The training will be lead by psychologists and psychotherapists of ContactU, and organisation specialised in the promotion of organisational well-being.