

WS4 Preventing and managing burnout

How could this workshop make a difference to your practice as a manager?

After attending this workshop, you will be able to plan and implement management actions that can protect and support deploying and non-deploying staff and volunteers from psychological burnout. As well, this very practical workshop may help you reflect on your own practices of maintaining a healthy work-life balance.

What are the topics covered in the workshop?

- What is burnout?
- Signs of burnout
- Consequences of burnout
- Predisposing, precipitating, perpetuating & protective factors
- Sample burnout inventories
- Roles more likely to be conducive to burnout
- Burnout in teams
- The role of organizational culture
- Workplace health and safety (from the Board down)
- Manager health and wellbeing
- Burnout prevention, mitigation and intervention strategies
- Post burnout support
- Policies, protocols & practices that sustain staff & volunteers
- Burnout and stress mitigating management & monitoring techniques
- Simulation and role play practice
- Personal reflection and goal setting

What are the take-aways from this particular workshop?

A comprehensive understanding of the phenomenon and impact of burnout so prevalent in the humanitarian aid sector. As well, practical resources, tips and strategies for preventing, mitigating and managing personnel at risk of experiencing burnout.

How is the training conducted & facilitated?

Training is conducted in small groups to ensure that training is tailored to meet the needs of workshop participants. All training is designed specifically for the context of managers working in international humanitarian or development agencies. Participants are invited to share their goals and level of experience with the facilitator prior to the training.

Workshops are facilitated in a strongly interactive and specifically contextualized way for those working in the international humanitarian and development sector. Workshops aim to be engaging and may use a variety of training & learning modalities such as contextualization, case examples, participant experience, application of frameworks, demonstration, mini seminars (based on research & practitioner experience), reflective activity, mapping & analysis, group discussions, brainstorming, problem-solving, film clips, hypotheticals and simulations, quizzes, participant-led presentations, role plays (for trying out new skills), coaching and structured peer consultation processes.

Who is the facilitator?

Amanda Allan is the facilitator of this training. She is a psychologist with extensive experience working with international aid agencies, humanitarian aid workers and volunteers. Her work is largely informed by years of professional practice in counselling, briefing & debriefing, facilitating, consulting, mentoring, coaching and education as well as research undertaken as a PhD student at the University of Melbourne over a prolonged period. Amanda led the first Australian 3-day forum in 2003 that envisioned a charter for systematically strengthening the psychological support of aid workers involved in humanitarian work. She also founded the Mandala Foundation and was its executive director up until 2012.

Is there any follow-up to the training such as coaching and mentoring or further training opportunities?

A feature of Amanda's training is not only its tailored approach but the opportunity for follow-up mentoring or coaching. This is offered on a small group basis or individually by Skype or phone. Amanda also offers regular peer consultation opportunities for participants who have attended her workshops previously and who are interested in an opportunity for review, reflection, reinforcement or refreshment of concepts covered in previous workshops.

Workshop date: Please enquire

Workshop commences: 9.30am

Workshop concludes: 5.00pm

Workshop venue: To be negotiated

Workshop fee: Per participant fee: AUD \$ 352.00 (incl. gst)

[venue, catering and facilitator travel costs additional]

Enquiries? Email: workshops@thehumanitarian.com.au or phone 1300 057 303