

Newsletter #6

FIT-MANAGERS CONFERENCE IN BRUSSELS

Legal coordinator:



Confederación de Cuadros y Profesionales
www.confuadros.com

Operational coordinator:



Instituto de Formación Integral—IFI
www.ifionline.com



Confédération européenne des Cadres
www.cec-managers.org



Fundação Escola Profissional Setúbal
www.eps.pt



Kaunas University of Technology
www.ktu.lt



SC ELITE Training S.R.L.
www.etcoaching.eu

As the FIT-MANAGERS project reaches the end of its testing stage when its training programme will be finalised, a conference was organised by the project partners at the European Economic and Social Committee in Brussels on 12 September 2012. About 30 experts representing 10 European countries gathered to discover the FIT-MANAGERS training programme and to exchange on how to address stress at work.

The conference was organised in separate workshops presenting each of the modules of the FIT-MANAGERS training programme. The project partners wanted the conference to reflect the spirit of the programme, that is, to remain very practice-oriented.

► Be healthy:

In this first workshop, the participants were invited to assess their general state of health. By answering simple questions on daily concerns related to one's health and work environment, the participants acknowledged needs that tend to be forgotten under work and social pressure.

The module on health should guide trainees to identify objectives for improving their health habits.

► Eat well:

The workshop gave participants a better understanding of nutrition and indications on how to improve eating habits.

In an exercise, participants were asked to list the food they usually eat in stressful situations. While many of the items listed were unhealthy, it is interesting to see that part of the food mentioned did in fact have nutritive value. Unhealthy habits can become healthy ones with a good balance in the consumption of diverse food.

► Change your attitude:

When trying to define what an attitude is, the participants discovered that this notion is rather complex. While attitudes vary, they may be confused with personality traits. Both are linked to human behaviours, however they cannot be changed or altered in the same way.

The coaching method is often recommended to change attitudes. The participants were invited to try out coaching techniques and share their impressions during the workshop.

► Practice sports:

This final module aims at making use of the untapped potential in the trainees. A questionnaire assesses the physical capacity of the trainee and accordingly suggests an adjusted sports programme over 6 months.



The module looks at both the physical condition at work and after work. During this last workshop, the participants were shown short fitness exercises to practice at the office, for healthy breaks after uninterrupted time spent at the desk.

A VIEW FROM PSYCHOLOGISTS AND UNIONS

Two external speakers took part in the conference to bring their specific experience to the project: Psya Asistencia, a consulting group from Spain collaborating with CCP and CFE-CGC, a French union representing managers and affiliated to the CEC European Managers.

Their knowledge on addressing work-related stress put the FIT-MANAGERS project into the wider perspective of psycho-social risks and occupational disease.

FOCUS: FIT-MANAGERS eLearning

The FIT-MANAGERS final training programme takes the format of an e-learning tool. Both trainers and trainees programme manuals will be available for download upon registration. An online platform is currently being tested. It will be accessible at the end of the project on the following link: <http://platform.fitmanagers.eu/>

The specific access to the FIT-MANAGERS e-learning programme will be provided by each of the project partners.