

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Systematic Burnout Prevention Programme

Organisational and Individual Approaches to Sustainable Performance

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

Burnout is a complex issue stemming from systemic organisational factors and individual experiences. This programme offers a comprehensive approach, equipping organisations with tools to foster sustainable work environments and empower individuals with coping strategies.

Learning Objectives

- ✓ Participants will understand the multifaceted nature of burnout, identifying its key components like exhaustion, cynicism, and reduced personal accomplishment, and recognise why this understanding is crucial for creating healthier workplaces.
- ✓ Participants will learn to identify organisational drivers that contribute to burnout, such as workload, lack of control, and fairness issues, and understand how addressing these factors leads to improved employee well-being and productivity.
- ✓ Participants will acquire practical strategies for enhancing individual resilience and recovery, learning techniques to manage stress and recharge effectively, which is vital for maintaining personal well-being amidst demanding work environments.
- ✓ Participants will explore the critical role managers play in preventing team burnout, understanding how supportive leadership and proactive interventions can foster a more positive and sustainable team dynamic.
- ✓ Participants will gain insights into designing sustainable work systems, focusing on effective workload management, establishing healthy boundaries, and integrating recovery periods, thereby promoting long-term employee engagement.
- ✓ Participants will be introduced to various burnout measurement tools, enabling them to assess the prevalence of burnout within their organisation and track the impact of prevention initiatives.

WHO SHOULD ATTEND

This programme is designed for all employees, managers, senior leadership, and HR professionals seeking to create a proactive and supportive work environment.

Programme Content

1. Understanding Burnout: The Maslach Model

This section delves into the widely recognised Maslach Burnout Inventory model, exploring its three core dimensions: emotional exhaustion, cynicism or depersonalisation, and a reduced sense of personal accomplishment. We will examine how these elements manifest in daily work life, leading to decreased engagement and overall well-being. Understanding these distinct components is the first step in identifying and addressing the root causes of burnout within your organisation.

 **Activity: Small group discussion on personal experiences with the three burnout dimensions.**

2. Organisational Drivers of Burnout

Burnout is often rooted in the work environment itself. This section critically examines six key organisational drivers: excessive workload, lack of control over one's work, insufficient reward or recognition, poor community or support, perceived unfairness, and a misalignment of values. We will discuss how imbalances in these areas can significantly contribute to employee stress and disengagement, and explore how organisational changes can mitigate these risks.

 **Activity: Brainstorming organisational factors contributing to burnout in your specific context.**

3. Building Individual Resilience and Recovery

While systemic changes are paramount, equipping individuals with personal coping mechanisms is also essential. This section focuses on evidence-based strategies for building resilience and promoting effective recovery. Participants will learn practical techniques for stress management, mindfulness, setting personal boundaries, and engaging in restorative activities, empowering them to navigate workplace challenges more effectively.

 **Activity: Guided practice of a simple mindfulness or breathing exercise.**

4. The Manager's Role in Preventing Team Burnout

Managers are on the front lines of team well-being. This section highlights the crucial role leaders play in preventing burnout within their teams. We will discuss how supportive communication, fair distribution of work, recognition of efforts, and fostering a positive team culture are vital. Managers will learn proactive strategies to identify signs of distress in their team members and implement supportive interventions.

 **Activity: Role-playing scenarios demonstrating supportive managerial conversations.**

5. Designing Sustainable Work Systems

Creating a truly sustainable workplace requires intentional system design. This section focuses on practical approaches to workload management, encouraging healthy work-life boundaries, and integrating adequate recovery periods into the work structure. We will explore how policies and practices that prioritise employee well-being can lead to increased productivity and reduced turnover, fostering a healthier organisational culture.

 **Activity: Group exercise: Identifying one policy change to improve work-life balance.**

6. Measuring and Monitoring Burnout

Effective prevention requires understanding the current landscape and tracking progress. This section introduces various validated tools and methods for measuring burnout within an organisation. Participants will learn how to interpret the results from these assessments and use the data to inform targeted interventions and evaluate the effectiveness of implemented strategies over time.

 **Activity: Brief overview of common burnout assessment questionnaires.**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate programme findings and key takeaways to all employees.	HR/Manager	Week 1	Share a summary document or brief presentation with all staff post-programme completion.
Review and update existing workload management policies.	HR	Month 1	Form a small committee to propose revisions to current workload distribution and monitoring procedures.
Implement manager training on supportive leadership and burnout identification.	Manager	Week 2	Schedule mandatory workshops for all managers focusing on the content of Section 4.
Introduce a regular pulse survey to monitor employee well-being and burnout indicators.	HR	Month 1	Select and deploy a brief, recurring survey tool to gather employee feedback on key drivers.
Establish clear guidelines for work-life boundaries and communication expectations.	HR/Manager	Month 2	Develop and disseminate organisational guidelines on responding to emails/messages outside work hours and setting meeting norms.
Integrate resilience-building resources into employee development platforms.	Leadership	Quarter 1	Ensure access to articles, tools, and workshops on stress management and well-being is readily available on the company intranet or LMS.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224 This document does not constitute a legal instrument and carries no legal standing or admissibility in any court of law or official proceeding.