

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

# Team Burnout Prevention Programme

Sustainable Performance for High-Demand Teams

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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## Programme Overview

This programme addresses the contagious and structural nature of burnout within teams. Participants will learn to identify collective stressors and implement sustainable practices to foster a healthier work environment for everyone.

### Learning Objectives

- ✓ Understand the distinction between individual and team-level burnout, recognizing how team dynamics contribute to overall well-being and why this understanding is crucial for effective prevention.
- ✓ Develop the ability to collaboratively audit current workloads, identifying unsustainable demands and understanding the importance of this collective assessment for resource allocation.
- ✓ Acquire practical team-level psychological recovery strategies that can be integrated into daily routines, highlighting their significance in mitigating cumulative stress.
- ✓ Analyze the impact of managerial behaviours on team burnout, learning to foster supportive leadership and why this is key to creating a safe and productive atmosphere.
- ✓ Gain skills in collaboratively designing work processes and expectations that promote sustainability, understanding how this proactive approach prevents future burnout.
- ✓ Create a shared team commitment to implementing preventative strategies, recognizing that collective buy-in is essential for lasting positive change.

#### WHO SHOULD ATTEND

This programme is designed for entire teams, including managers, across high-pressure sectors such as IT, consulting, healthcare, and finance, who wish to proactively address and prevent burnout.

## Programme Content

### 1. Team Burnout vs. Individual Burnout: Understanding the Collective Impact

Burnout is often viewed through an individual lens, but its roots and spread within a team are frequently systemic. This section will explore how shared pressures, team dynamics, and organizational culture can create a fertile ground for burnout to take hold across multiple members. We will discuss how a team's collective energy and morale are impacted, and how recognizing these patterns is the first step towards a collective solution. Understanding this distinction empowers teams to move beyond individual coping mechanisms towards systemic interventions.

 **Activity: Group discussion: 'What are common signs of burnout you observe within our team?'**

### 2. Workload Audit: Collectively Mapping Unsustainable Work

An unsustainable workload is a primary driver of burnout. This module guides teams through a structured process of identifying and quantifying tasks, projects, and demands that consistently exceed realistic capacity. We will collectively map out the sources of excessive pressure, analyze workflow bottlenecks, and assess the impact on team members' well-being. By openly discussing and acknowledging these challenges, teams can gain clarity on where adjustments are most needed to create a more balanced and achievable operational rhythm.

 **Activity: Team exercise: 'Workload Mapping' - identifying top 3 unsustainable demands.**

### 3. Psychological Recovery Practices at Team Level

Beyond individual stress management, teams need shared practices that facilitate recovery and rejuvenation. This section focuses on implementing collective strategies such as structured breaks, mindful communication protocols, and designated 'off-limits' times for non-urgent work. We will explore how these shared rituals can create psychological safety and support, allowing team members to disconnect and recharge together. Adopting these practices fosters a culture where well-being is a shared responsibility and a collective strength.

 **Activity: Brainstorming session: 'Team Recovery Rituals' - what can we implement weekly?**

#### 4. Manager Behaviours That Prevent or Cause Burnout

Managers play a pivotal role in shaping the team's experience of work and its susceptibility to burnout. This module examines specific managerial actions and communication styles that either exacerbate or alleviate stress. We will discuss the importance of clear expectations, supportive feedback, fair workload distribution, and fostering autonomy. Understanding these behaviours empowers managers to lead more effectively and equips team members to advocate for supportive practices, creating a more resilient and engaged team environment.

 **Activity: Role-playing: 'Supportive vs. Stressful Managerial Interactions'.**

#### 5. Designing Sustainable Work: Processes and Expectations

Proactive design of work processes is crucial for long-term team sustainability. This section delves into collaboratively re-evaluating team goals, communication channels, meeting structures, and project planning to embed sustainability. We will explore how to set realistic expectations, build in buffers for unforeseen challenges, and encourage efficient rather than simply lengthy work practices. By co-creating a framework for sustainable work, teams can reduce chronic stress and enhance overall productivity and job satisfaction.

 **Activity: Workshop: 'Co-designing Sustainable Team Processes' – focusing on one key area.**

#### 6. Building a Culture of Collective Well-being

Sustaining a burnout-free environment requires an ongoing commitment to collective well-being. This final section consolidates learning by focusing on establishing team norms and accountability mechanisms for prevention. We will discuss how to regularly check in on team energy levels, celebrate successes, and provide mutual support. Creating this shared ethos ensures that burnout prevention is not a one-off initiative but an embedded aspect of the team's culture, fostering resilience and continued high performance.

 **Activity: Commitment Circle: Each member shares one personal commitment to team well-being.**



## Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Conduct initial team workload audit session.	HR/Manager	Week 1	Ensure all team members participate and openly share workload challenges.
Identify and schedule 2-3 team recovery practices.	HR	Month 1	Pilot practices for a month and gather team feedback on effectiveness.
Managerial training on burnout-aware leadership behaviours.	Manager	Week 2	Focus on practical application of supportive communication and workload management.
Review and redesign one key work process for sustainability.	HR	Month 1	Select a process identified in the workload audit as a priority for redesign.
Establish a regular (e.g., bi-weekly) team well-being check-in.	HR/Manager	Month 2	Integrate well-being discussions into existing team meetings or create a dedicated slot.
Communicate team-wide commitment to burnout prevention strategies.	Leadership	Quarter 1	Reinforce leadership support for ongoing well-being initiatives and address any systemic barriers.

## 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™.

### Manas – Center for Mental Wellness & Counselling

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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](mailto:manu@manas365.com) | +91 99818 13224