

MIND OVER MOOD

CBT Workshop for HR Leaders

Background

The workplace is experiencing unprecedented levels of change, uncertainty, and complexity. HR leaders are increasingly expected to address employee well-being, resilience, stress management, engagement, and psychological safety while driving business outcomes.

Cognitive Behavioral Therapy (CBT), one of the most evidence-based psychological approaches worldwide, offers practical tools to understand how thoughts, emotions, and behaviors influence workplace performance and well-being. For HR leaders, CBT principles can provide a structured framework for supporting employees, managing workplace challenges, enhancing leadership effectiveness, and fostering a resilient organizational culture.

This workshop is designed to equip HR professionals with practical CBT-based strategies that can be applied ethically in organizational settings to strengthen people practices and create healthier work environments.

Workshop Objectives

The workshop aims to:

- Introduce HR leaders to the foundational principles of CBT and their relevance in organizational settings.
- Enhance understanding of the relationship among thinking patterns, emotions, behavior, and workplace outcomes.
- Develop practical skills for identifying and addressing common workplace challenges, such as stress, burnout, conflict, low confidence, and resistance to change.
- Strengthen HR leaders' ability to promote psychological well-being and resilience across the workforce.
- Provide actionable tools that can be integrated into employee well-being, leadership development, coaching, and performance management initiatives.

Why HR Leaders Should Participate

HR professionals are often the first point of contact for employees experiencing workplace stress, interpersonal challenges, performance concerns, or emotional distress. Understanding CBT principles enables HR leaders to:

- Respond more effectively to employee well-being concerns.
- Support managers in handling difficult workplace conversations.
- Improve coaching and employee development interventions.
- Foster resilience during periods of organizational change.
- Promote psychological safety and employee engagement.
- Recognize unhelpful thinking patterns that may affect performance, relationships, and decision-making.

- Strengthen their own emotional resilience and leadership effectiveness.

Key Learning Outcomes

Participants will gain insights into:

1. Foundations of CBT

- Core CBT model and principles.
- Understanding the connection between thoughts, emotions, and behaviors.
- Common cognitive distortions and workplace implications.

2. Workplace Stress and Resilience

- Identifying stress triggers and maintaining emotional balance.
- CBT-based techniques for managing workplace pressure.
- Building individual and team resilience.

3. Psychological Safety and Wellbeing

- Creating supportive workplace cultures.
- Promoting mental wellbeing initiatives.
- Recognizing when professional mental health referrals may be appropriate.

Benefits to the Organization:

Organizations that develop CBT-informed HR capabilities can benefit through:

- Improved Employee Wellbeing
- Reduced stress-related workplace issues.
- Better emotional regulation and coping skills among employees.
- Stronger wellbeing culture.
- Enhanced Employee Engagement
- Increased psychological safety and trust.
- Higher levels of motivation and commitment.
- Improved employee experience.
- Stronger Leadership and Management Capability
- More effective coaching conversations.
- Improved conflict resolution and people management.
- Better decision-making under pressure.
- Increased Organizational Resilience
- Greater adaptability during change and uncertainty.
- Improved workforce resilience and agility.
- Reduced impact of workplace stressors on performance.
- Positive Business Outcomes
- Higher productivity and performance.
- Lower absenteeism and turnover.
- Stronger employer brand and talent retention.

Who Should Participate:

- Chief Human Resources Officers (CHROs)

- HR Directors and HR Business Partners
- Talent Management Professionals
- Learning & Development Leaders
- Employee Wellbeing and DEI Leaders
- Organizational Development Practitioners
- Senior People Managers

Workshop Format

- Interactive facilitator-led sessions
- Practical workplace case studies
- CBT-based exercises and self-reflection tools
- Group discussions and peer learning
- Action planning for workplace application

Expected Outcomes

By the end of the workshop, participants will have practical, CBT-informed tools and frameworks they can apply immediately to support employee well-being, improve workplace relationships, strengthen leadership effectiveness, and contribute to a healthier, more resilient organizational culture.

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