



TRAINING PROGRAMME

Essentials

WEBINARS

- **13 February 2026** (10:00–11:30 CET): Proactive Work Behaviour, the key to Work Engagement. Stimulating the Gain Cycle. How to make this happen in practice
- **27 March 2026** (10:00–11:30 CET): Science- & Evidence-based Work Design – talking about wellbeing and motivation with authority and credibility
- **15 May 2026** (10:00–11:30 CET): Designing and Delivering Work Design Interventions: helping teams and individuals to strengthen just the right type of proactive behaviour



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Facilitator

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ONLINE WORKSHOPS

- **6 March 2026** (10:00–12:00 CET): Flow at work: the building blocks of work engagement. Momentary work engagement. Helping others to become aware of flow and unflow experiences
- **10 April 2026** (10:00–12:00 CET): Effective and Reliable Employee Surveys based on JD-R, follow-up Dialogue
- **29 May 2026** (10:00–12:00 CET): Stimulating Proactive Work Behaviour, Teaching people how to keep their work interesting, rewarding and challenging, Playful Work Design and Strengths Use – when and how to use them in teams

IN-COUNTRY CLOSING EVENT

- Dates vary by country
- Topics to be covered will be selected for each country, based on what is currently the most relevant
- Presentations and Discussions around Practical Assignments
- Handing Out of Certificates (to Practitioner level Participants)



TRAINING PROGRAMME

Practitioner

START WEEK IN ROTTERDAM

- **27 January 2026:** Introduction, getting to know each other, learning goals, method, programme. Formation of Learning Teams, Kick Off Assignment. The Value of Work. What is Work Design. Our shared mission of Free Flow. The three Work Design Roles (analytic, business, creative). Social Programme in the evening.
- **28 January 2026:** The JD-R model In-Depth and In Practice. The very latest findings: myths, FAQ, common mistakes, new challenges. JD-R in practice: fields of application. Advanced JD-R Analytics: building exceptional insight into the experience of daily work. Deep dive into organisational sense making: how to facilitate meaningful dialogue and interpretation across all levels – with practical tools, formats and real-world cases (including dinner).
- **29 January 2026:** Work Design in Practice: visit to a municipality implementing a 3-year workdesign programme. Presentations, discussions, Q&A, practical assignment. Strategic Work Design: the Business role. How to convince top management to invest in wellbeing and motivation. Building a Theory of Change for Work Design.

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ONLINE PRACTICAL SESSIONS

- **13 March, 10:00–12:00 CET**: Flow in-depth – exercises and feedback, tools and practical skills. Conducting a Flow Interview, Translating findings into action, the concept of Workhacks
- **17 April, 10:00–12:00 CET**: Measuring Wellbeing and Motivation in practice, strategies, methods and tools. Linking results to strategy and business goals. Presenting with confidence and impact.
- **5 June, 10:00–12:00 CET**: Working with teams and individuals in practice: the role of the teamleader, do's and don'ts during sessions, making sure results are sustainable

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