

E-LEARNING ON PSYCHOSOCIAL RISKS (PSR)



Psychosocial risks are a major challenge for organizations



THE PROGRAM AT A GLANCE

Duration : 1h30

Languages : FR, IT, EN, DE

Target audience : Organizations of all sizes, multi-site and/or operating in hybrid mode.

Use cases : Onboarding, continuous training, managerial alignment, and annual refreshers.

Psychosocial risks have a direct impact on performance: absenteeism, turnover, legal and deterioration of the social climate. However, most crises can be avoided through active prevention and appropriate training.

ESSENS Sàrl offers you a **turnkey** e-learning solution via the platform www.lesformateurs.ch designed to **transform these challenges into a driver of well-being and collective efficiency.**

WHY CHOOSE OUR SOLUTION?

- ◆ Variety of content (videos, case studies, and quizzes) designed for employees, plus practical tools for managers.
- ◆ Common language and simple reflexes to detect weak signals.
- ◆ Clarified responsibilities, strengthened compliance, and traceability.

3 STRATEGIC LEVERS

Understand : Offer your employees clear definitions, concrete illustrations, and meaningful examples to make key concepts easier to grasp.

Prevent : Raise awareness among your employees of Swiss legal requirements, sustainability principles, and internationally recognised best practices, while clarifying each person's role in identifying, preventing, and de-escalating risk situations.

Manage : Remind your teams of the resources and support available and provide practical guidance as well as operational tools to strengthen case handling, track actions taken, and measure the impact of the measures implemented.

PROGRAM STRUCTURE

MODULE 1

Understand PSR

Objective: Adopt a common language and shared reference points.

- The 7 psychosocial risks
- Stress, burnout, mobbing, sexual harassment, excessive monitoring, addictive behaviors, and conflicts
- Case studies & Quiz

MODULE 2

Prevent PSR

Objective: Structure the prevention framework.

- Legal obligations & CSR
- Roles and responsibilities
- Primary, secondary, and tertiary prevention
- Case studies & Quiz

MODULE 3A : EMPLOYEES

Manage PSR

Objective: Take action at your level.

- Internal / external support channels
- Conflict resolution
- Case studies & Quiz

MODULE 3B : EXECUTIVES AND MANAGERS

Manage PSR

Objective: Take action at your level.

- Organizational evolution
- Managerial posture and toolbox
- Case studies & Quiz



LICENSE OFFERING

OUR LICENSE PACKAGES

No heavy upfront investment • 1- or 3-year plans

LICENCE	TARGET AUDIENCE	MODULES	BENEFITS
Foundation	Employees	1 + 2 + 3a	Common framework, building familiarity with psychosocial risks
Managers	Executives, Managers	1 + 2 + 3a + 3b	Managerial reflexes, harmonization of practices, and reduction of situation escalation
Premium	Multi-Entity	1+ 2+ 3a +3b + Customization	Integration of logo, leadership message, visual identity, references to internal policies, sector-specific contextualization, CSR alignment

SUPPORT & GUIDANCE

- ◆ **Updates** : Regularly updated content.
- ◆ **Blended approach** : E-learning or psychosocial risk (PSR) training onsite / remotely + workshops (case analysis, non-violent communication, CSR and PSR challenges).
- ◆ **Modules in preparation** : Mental health, occupational health and safety.

TECHNICAL ASPECTS

- ◆ Intuitive, interactive, and customizable learning path.
- ◆ External hosting, 100% Swiss-based and compliant with nLPD.
- ◆ Compatible with all devices (PC, tablet, smartphone).
- ◆ Technical support.

OUR EXPERTS

Sophie Schindler-Jacques

FOUNDER OF ESSENS SÀRL



- 25 years in HR leadership (international companies).
- 10 years of strategic HR consulting (SMEs, NGOs, Foundations and Associations), specialized in organizational transformation and social climate analysis.
- President of the Labor Court (Prud'hommes), associate judge at the Chamber of Collective Labor Relations of Geneva.
- Founder of Essens Sàrl, specialist in prevention and management of psychosocial risks.
- Certified external trusted contact person.

Fabrice Dago

HR & GOVERNANCE CONSULTANT



- 20+ years of experience in HR consulting, governance, and talent acquisition across various sectors.
- Former HR Director in private banking, partner to leadership teams in HR transformation, digitalization, and organizational performance.
- HR consultant in strategic advisory, executive recruitment, and development of digital HR solutions.
- Regional Manager at Peopleweek (HRIS).

Request a 20-minute demo, with no commitment.

You will be able to:

- Discover the learning path, its user-friendliness, and interactivity.
- Explore tracking tools and deployment options.
- Discuss your organization's specific needs.

[REQUEST A DEMO](#)



Understand

Prevent

Manage

