**Line Manager Support Module Summary**

The relationship between line managers and employees is crucial in fostering a positive workplace environment and ensuring employee wellbeing. Effective line management promotes engagement, productivity, and retention while preventing issues such as burnout and low morale.

Providing managers with the tools and training they need to support their teams can create a culture of success, enabling early intervention and addressing health and wellbeing concerns proactively. Achieving the Thrive at Work Line Manager Support Module demonstrates an organisation’s commitment to developing strong, supportive leadership and promoting a healthy, inclusive workplace.

**Key Areas and Actions**

**Training and Skills Development**
*Equipping line managers with the knowledge and skills to effectively lead their teams.*

* **Conflict Resolution and People Skills**: Provide training in managing conflict, coaching, mentoring, and conducting difficult conversations.
* **Absence Management**: Ensure managers are trained to handle sickness absence and return-to-work processes effectively.
* **Flexible Working Practices**: Support managers in facilitating work-life balance through innovative and adaptive working arrangements.

**Managing and Communicating at Work**
*Encouraging proactive communication to build trust, collaboration, and engagement.*

* **Regular Team Meetings**: Promote open dialogue and collaboration through scheduled meetings and catch-ups.
* **Effective Information Sharing**: Train managers to communicate important updates clearly and consistently with their teams.
* **Recognition and Morale**: Implement systems to celebrate employee achievements and encourage positive team dynamics.

**Wellbeing Conversations and Support**
*Helping managers address health and wellbeing concerns with confidence.*

* **One-to-One Meetings**: Establish regular check-ins to discuss personal development and wellbeing.
* **Early Intervention**: Train managers to identify signs of struggling employees and provide timely support or referrals.
* **Self-Care for Managers**: Promote resilience training, boundary setting, and prioritisation to safeguard managers’ wellbeing.

**Why This Matters**

* Effective line management fosters a positive and supportive workplace culture.
* Strong leadership helps retain skilled employees and reduces recruitment costs.
* Addressing wellbeing proactively minimises absenteeism and enhances performance.
* Achieving the Thrive at Work Line Manager Support Module demonstrates the organisation’s dedication to employee wellbeing and leadership development.