

STRESSMASTER HR

STRATEGIC STRESS MANAGEMENT FOR HR LEADERS

SPRING PROGRAM
BEGINS 19 MAY 2026



FOR HR BUSINESS PARTNERS, HR
MANAGERS, HR DIRECTORS &
HR CONSULTANTS



LISBETH FRUENSGAARD

ACHIEVE YOUR GOALS WITHOUT STRESS

Executive Overview

Stressmaster HR is a certification-based professional training program designed for HR professionals working at management level.

In many organizations, stress management becomes reactive. HR is involved when employees are already overwhelmed, line and team managers feel uncertain, and cases escalate into long-term absence.

Despite good intentions, stress prevention often lacks structure, shared language, proven tools and methods and clear leadership.

Stressmaster HR was developed to change this dynamic.

The program equips HR leaders with the professional framework, tools and methods required to anchor stress prevention within the organization.

Rather than treating stress as an individual weakness or a standalone wellbeing initiative, **Stressmaster HR positions stress management as a leadership discipline - integrated into strategy, culture, and daily management practice.**

Through structured modules, practical toolboxes, and a real-world implementation project, participants build both knowledge and capability.

The result is not awareness alone, but structured, sustainable prevention.

Stressmaster HR is designed for HR leaders who are ready to move from reactive case by case handling to professional, leadership-anchored stress management.



Why Now?

Organizations experience:

- Increased complexity
- Higher performance expectations
- Faster decision cycles
- Hybrid and global work environments

At the same time, stress-related absence and mental health challenges remain among the most significant risks to sustainable performance.

In many organizations, stress management is still handled reactively, case by case, rather than strategically.

This creates three risks:

1. Repeated stress patterns
2. Leadership uncertainty
3. HR overload

The question is no longer whether stress exists.

The question is whether it will continue to be managed through reaction - or through structured prevention.

HR is uniquely positioned to shape this direction.

But doing so requires:

- A professional framework
- Proven tools & methods
- Knowledge and shared language about stress
- Energy management

Stressmaster HR is designed to build exactly that capability.



Stressmaster HR

Learning Outcomes

After completing the program, participants will be able to:

- Lead structured stress prevention initiatives
- Anchor stress responsibility in the organization
- Apply proven tools and methods
- Use energy management as a performance driver
- Build a shared professional language around stress
- Conduct structured leadership dialogues
- Develop and implement stress policies and prevention strategies



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Program Structure

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Start Date: 19 May 2026

Duration: 5 modules / 10 sessions

Schedule: One session every second week

Time: 09:00–12:00 CET

Format: Live online sessions with Lisbeth Fruensgaard

Total Learning Hours: 30

Max. 15 participants



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Module overview

Module 1 - Laying the Foundation: The Nature of Stress (19 May & 2 June 2026)

- Understanding stress vs. busyness
- Recognizing symptoms
- Organizational, individual, societal causes
- Financial costs of stress

Toolbox 1:

Templates and educational materials for creating internal knowledge and awareness about stress.

Dates:

Session 1: 19 May 2026

Session 2: 2 June 2026

Module 2 – Making Mental Health a Priority (16 June & 30 June 2026)

- Business case for mental health
- Balancing performance and wellbeing
- Common dilemmas
- Shifting from “nice to have” to “need to have”

Toolbox 2:

Business case models and documentation material.

Dates:

Session 3: 16 June 2026

Session 4: 30 June 2026



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Module overview

Module 3 – The Cure for Stress (25 August & 8 September 2026)

- Four essential prevention steps
- Individual and team strategies
- Stress policies and coping technics
- Understanding stress-related sick leave

Toolbox 3:

Proven tools & methods for preventing stress.

Dates:

Session 5: 25 August 2026

Session 6: 8 September 2026

Module 4 – Stress and Leadership (22 September & 6 October 2026)

- Leadership behaviors that prevent stress
- Emotional intelligence
- Supporting employees during and after stress leave

Toolbox 4:

Leadership handbook for line and team managers.

Dates:

Session 7: 22 September 2026

Session 8: 6 October 2026



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Module overview

Module 5 – Train-the-Trainer

(20 October & 3 November)

- Supporting managers, Health & Safety and Union Reps
- Communication models
- Use personal case stories to create impactful change.

Toolbox 5:

How-to guides and practical exercises.

Dates:

Session 9: 20 October

Session 10: 3 November

Practical Application & Certification

Participants complete:

- 5–7 page written project
- Based on real organizational challenge
- Includes 1:1 feedback session

Upon completion:

Certificate in Strategic Stress Management.



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What Is Included

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30 hours live training with Lisbeth Fruensgaard

5 ready to use toolboxes

1 written project

1 personal feedback session

Certificate

Professional HR network during and after the training



Stressmaster HR Investment

Investment

EUR 3,700

DKK 27,700

USD 4,700

The investment reflects a structured, certification-based professional program designed to build long-term organizational capability.

Early Strategic Application Benefit

Apply before 19 March 2026 to receive:

Individual 60-minute strategic session prior to program start.
Limited to first 6 confirmed participants.



Stressmaster HR is developed and led by Lisbeth Fruensgaard

Lisbeth Fruensgaard

- ACC certified coach (ICF)
- Founder of Stressmaster Education
- Author of 5 books
- MSc in Business, Language and Culture
- 20+ years experience

Next Program Start: 19 May 2026

[Apply here](#) - or contact:

Lisbeth Fruensgaard
lf@lisbethfruensgaard.dk
+45 20 65 29 66



Trusted by HR, Leaders, and Organizations

“With wonderful energy and authentic, professional competence, Lisbeth supported us throughout our entire mental health process. The program was a great success and provided participants with concrete tools for their daily leadership practice.”

Michael Vembye, Site Leader, SPX Flow

“We have worked with Lisbeth both in stress prevention and stress management. She builds trust extremely quickly, which is crucial for success.”

Didde Nonbo Kristiansen, HR Director, EGE Carpets

“The initiative has contributed to reducing our sick leave. Lisbeth is a highly skilled communicator with strong professional expertise.”

Anna-Grethe Callesen, Health & Safety Manager, KG Hansen

“The ideas were very valid and well expressed. I found great value in the topics and will carry the reflections forward in life.”

Anton Dezulovic, Site Leader – South Africa

“Lisbeth successfully engaged both local and global participants and created a shared language around stress and wellbeing.”

Christian, Manager, SYSTEMATIC

