PHPM Certification Syllabus



Teamsynergy CORPORATE EDUCATION

BIOPTRICS™ Workforce Learning and Culture System

WHOLE PERSON SAFETY™ Occupational . Psychological . Psychosocial

PHPM Certification Syllabus

Program Title
Psychosocial Hazard Prevention Management Certification

Issuing Organization
TeamsynerG Global Consulting Inc. and World Certification Institute

Credential Awarded
Participants who successfully complete the program will be recognized for completing the Psychosocial Hazard Prevention Management Certification.

Program Type
Professional Practitioner Certification

Curriculum Development and Instructor Information

Academic framework and research:

- **Dr. Marvin Thompson**
- **Audrey Hlembizky**
- **Dr. Deborah Jesusolu-Enioluwafe**

Lead Instructor: Audrey Hlembizky
Instructor Assistant: Simone Vitellaro

Contact Information
Program inquiries and participant support can be directed to:
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Instructor Engagement
This certification is delivered through a combination of live virtual training sessions and structured learning within the Learning Management System (LMS). Participants will engage directly with the instructor during scheduled virtual sessions where key concepts, discussions, and applied learning activities take place.

Office Hours and Participant Support
Participants may submit questions or requests for clarification through the program support email. When applicable, additional time may be scheduled during live sessions to address participant questions and discussion.

Program Overview

The **Psychosocial Hazard Prevention Management Certification** is a professional practitioner program designed to develop an applied capability in psychosocial risk management and prevention within the workplace. The program introduces foundational concepts and progressively builds toward applied awareness and analysis. Participants will explore how psychosocial hazards arise within workplace systems, how they influence individuals and organizations, and how these risks can be identified and addressed through responsible leadership and organizational practices.

The Psychosocial Hazard Prevention Management (PHPM) Certification is a professional practitioner certification designed to develop structured, standards-aligned capability in the identification, assessment, control, and governance of psychosocial risk within workplace systems.

Psychosocial hazards are now recognized within international standards and regulatory frameworks as critical contributors to workplace harm, operational disruption, and organizational risk. Under ISO 45001 and ISO 45003, as well as Work Health and Safety (WHS) legislation across jurisdictions, organizations are required to identify, assess, and control psychosocial hazards using systematic and defensible processes.

This certification equips participants with the capability to operationalize these requirements through the application of the PHPM operating system, a structured methodology that integrates hazard identification, evidence-based risk assessment, control design, and governance documentation.

Participants will develop the ability to:

- identify psychosocial hazards arising from work design, leadership practices, and organizational systems
- assess psychosocial risk using structured criteria aligned with international standards
- design and evaluate control measures that address root causes within systems of work
- apply evidence triangulation and data integrity principles to strengthen decision-making
- produce auditable and defensible documentation aligned with WHS and ISO expectations

Through a combination of applied tools, structured frameworks, and real-world case analysis, participants move beyond awareness to establish practical, repeatable capability in psychosocial hazard prevention.
This program is designed to support organizations in strengthening risk governance, meeting regulatory obligations, and embedding sustainable systems that protect both people and operational performance.

Program Materials

Participants will engage with the certification through materials provided within the Learning Management System (LMS) as well as live virtual instruction.

Program materials may include:

- Instructional presentations delivered during live sessions
- Digital learning modules hosted within the LMS
- Reflection exercises and learning activities
- Knowledge assessments, quizzes, and case studies
- Supporting resources and reference materials
- Glossary of key terminology
- Digital and downloadable tools

Participants should have reliable internet access and the ability to access both the virtual training platform and the LMS in order to fully participate in the program.

Program Structure and Learning Journey

This certification is delivered through a **blended learning format** combining instructor-led virtual sessions with self-directed learning activities within the Learning Management System.

Participants will engage in scheduled live training sessions where key concepts are introduced, explained, and discussed. These sessions also provide opportunities for dialogue, clarification, and applied discussion of real workplace scenarios. Between live sessions, participants will access the LMS to complete learning modules, reflection exercises, and knowledge assessments designed to reinforce and deepen their understanding of the material.

This combined approach allows participants to benefit from both guided instruction and independent learning, while progressively building their understanding of psychosocial hazards and their impact within workplace environments.

Program Calendar

The certification follows a structured schedule that includes both live virtual training sessions and LMS learning activities.

Participants will receive all links to live sessions located on their program dashboard.

Participants are encouraged to attend all live sessions and complete the associated LMS learning activities in order and have all modules completed prior to the next live lesson.

Any missed lessons are recorded and accessible in your LMS within 2 to 3 business days after the session date.

Assessment and Evaluation

Evaluation components may include:

- Knowledge assessments and quizzes associated with LMS modules
- Case studies and applied learning activities
- Completion of the final learning requirement associated with the certification

Participants must complete all required components to successfully earn the certification.

Participation Expectations

Because this certification involves both live instruction and independent learning, active engagement is essential.

Participants are expected to:

- attend scheduled virtual training sessions or watch recorded sessions
- complete LMS learning modules and associated activities
- engage thoughtfully with reflection exercises and assessments
- approach discussions with professionalism and respect for the experiences of others

The subject matter explored in the program may prompt reflection on workplace experiences. Participants are encouraged to engage with these insights thoughtfully and respectfully.

Certification Learning Objectives

Upon completion of this certification, participants will be able to:

- Identify psychosocial hazards within workplace systems using structured criteria aligned with ISO 45003
- Analyze how work design, leadership behaviour, and organizational processes act as drivers of psychosocial risk
- Conduct psychosocial risk assessments using defined methodologies for severity, likelihood, and exposure evaluation
- Apply evidence triangulation techniques to validate psychosocial risk data and reduce interpretive bias
- Evaluate data integrity and recognize limitations in psychosocial hazard information
- Design and justify control strategies aligned with the hierarchy of controls and organizational system design
- Develop governance documentation that supports auditable and defensible psychosocial risk decisions
- Apply WHS principles of duty of care and due diligence in psychosocial hazard prevention
- Interpret leading and lagging indicators to monitor psychosocial risk exposure and control effectiveness
- Implement structured prevention approaches using the PHPM operating system
- Demonstrate applied capability through case-based analysis and real-world workplace scenarios

Program Structure and Learning Journey

This certification is structured to guide participants through a progressive learning journey that moves from foundational understanding toward applied awareness and analysis.

The program begins with Certification Orientation and Participation Readiness, which prepares learners for the experience ahead and establishes a shared understanding of the purpose and expectations of the certification.

Participants then progress through seven modules that build understanding step by step. The modules introduce key concepts associated with psychosocial hazards, explore how workplace conditions influence psychological health, examine the impact of these hazards on individuals and organizations, and provide insight into how these risks can be identified and addressed within workplace systems.

As participants move through the program, they will develop a deeper awareness of how work design, leadership practices, communication patterns, and organizational structures can contribute to either psychological harm or psychological protection within the workplace.

Program Modules Overview

Module 1: Certification Orientation and Participation Readiness- Establishes foundational readiness, baseline assessment, and introduces the PHPM operating system, terminology, and learning framework.

Module 2: Foundations of Psychosocial Hazard Recognition and Workplace System Dynamics- Introduces psychosocial hazards within modern safety frameworks, including ISO and WHS contexts, and examines how work design, leadership, and organizational systems generate risk.

Module 3: Human Cognitive, Emotional, and Performance Effects of Psychosocial Hazard Exposure- Explores the cognitive, emotional, and physiological impacts of psychosocial exposure and their influence on human performance and decision-making.

Module 4: Organizational Consequences of Psychosocial Hazards- Examines the operational, cultural, and financial impacts of psychosocial hazards, including risk exposure, organizational performance, and duty of care responsibilities.

Module 5: Psychosocial Hazard Diagnosis and Evidence-Based Risk Prioritization Develops capability in hazard diagnosis using evidence triangulation, data integrity evaluation, bias recognition, and structured documentation of psychosocial risk.

Module 6: Psychosocial Risk Control Design and Organizational Risk Reduction Focuses on designing and implementing control strategies aligned with the hierarchy of controls, system redesign, and organizational risk reduction mechanisms.

Module 7: Leadership Accountability and Organizational Sustainability of Psychosocial Safety Builds leadership capability in communication, accountability, monitoring, and sustaining psychosocial safety systems through structured routines and governance practices.

Module 8: Applied Psychosocial Hazard Prevention in the Workplace (Capstone Practicum) Applies the PHPM operating system through a structured, multi-phase capstone project, requiring participants to identify, assess, prioritize, and control psychosocial hazards within a real or simulated workplace context.

The certification concludes with an applied learning component that allows participants to reflect on how the knowledge gained can be recognized and applied within real workplace environments.

Instructional Approach

This certification is designed as an applied learning experience that encourages reflection, awareness, and practical understanding.

Participants will engage with the program through a combination of instructional content, reflective exercises, knowledge checks, and applied learning activities. The goal is to support learners in connecting the concepts presented in the program to real workplace conditions and professional experiences.

Throughout the certification, participants will be encouraged to think critically about workplace environments, leadership practices, and organizational systems that influence psychological health and safety.

Who This Certification Is Designed For

This certification is designed for professionals who are responsible for, or contribute to, creating safe, respectful, and sustainable workplace environments. The program is particularly relevant for individuals who influence workplace systems, leadership practices, organizational culture, or employee well-being.

Participants may come from a variety of professional backgrounds, including occupational health and safety, human resources, leadership and management roles, organizational development, risk management, or workplace well-being initiatives. The certification is also valuable for professionals involved in compliance, governance, or employee relations who wish to deepen their understanding of psychosocial hazards and their impact on workplace environments.

Leaders and supervisors who oversee teams or operational environments may find the certification especially relevant, as leadership practices, communication patterns, and decision-making processes often influence the conditions that give rise to psychosocial hazards. Professionals responsible for workplace health and safety systems may also benefit from expanding their understanding of how psychosocial risks interact with existing safety frameworks.

In addition, the program is appropriate for consultants, advisors, and practitioners who support organizations in strengthening workplace culture, employee well-being, and psychological health and safety.

Participants do not need prior specialized training in psychosocial hazards to benefit from the program. The certification is designed to guide learners through foundational concepts and progressively build understanding so that participants can recognize psychosocial hazards and contribute to meaningful prevention conversations and initiatives within their professional environments.



Academic Integrity and Responsible Use of Technology

Participants are expected to complete program assessments and activities in a manner that reflects their own understanding and engagement with the material.

If artificial intelligence tools or other digital resources are used to assist with learning, participants should ensure that their submissions accurately reflect their own understanding of the concepts presented in the program.

The purpose of the certification is to support genuine professional development and awareness.



Learner Support and Resources

Participants may encounter concepts in the program that prompt reflection on workplace experiences or organizational conditions.

If participants require support related to learning accessibility, technical access to the LMS, or other program needs, they are encouraged to contact program support.

Learners are also encouraged to seek professional support resources within their own organizations or communities if reflection on workplace experiences raises concerns about well-being or workplace conditions.

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