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| **Participatory design and testing of an adaptive, digital coach for leaders for health promoting team development** |
| **Background/Objectives**  Psychosocial factors at work become increasingly important for employee health. The digital transformation of our economies with rising flexibility of work require decentral solutions to address these factors. Whereas individual level tools proliferate, collective tools are lacking. Thus, we aimed to develop and test a fully digital coach for leaders for health promoting team development. This e-coach aims to (1) build the capacity of leaders for the team development process and to (2) improve the working conditions in their teams.  **Methods**  The e-coach builds on the job-demands-resources theory as a shared mental model for its users. They understand that the e-coach simultaneously helps to reduce unnecessary job demands that lead to stress and disease outcomes – and to strengthen job resources which buffer against demands and promote engagement and wellbeing. The e-coach builds the capacity of teams to assess and improve their balance of job demands and job resources via a team development process. The e-coach has been developed in a participatory design process linking scientific evidence and practice know-how of diverse managers from varied companies.  **Results**  The «wecoach.ch» web-app uses a rule-based chat to coach the team leader through the team development process, helping to identify and overcome contextual facilitators and barriers. It provides tailored, interactive online learning materials and change tools, incl. a validated online-survey to assess the current level of job demands, job resources and health in the team. Based on the results and planning tools, the team leader moderates the joint development of actions to improve the working conditions in the team. Built in process evaluation provides continuous feedback from the team to the leader regarding the quality of this dialogue process and the resulting actions. Pilot testing in 30 teams has shown that the «wecoach.ch» is feasible, attractive and effective in diverse leader/team contexts.  **Discussion**  This first e-coach on the team level builds the capacity of leaders and of their team to continuously improve their working conditions in times of fast changes. The automated and adaptive nature of the tool creates a high potential for broad dissemination. Currently, a randomized controlled trial assesses the adoption, successful implementation effectiveness of the tool. As the tool continuously collects rich context, process and outcome data, it will be possible to assess in which contexts which process works best for whom.  **Keywords**  e-coaching; capacity building; worksite health promotion; working conditions; leader development; team development |