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| **Automated, adaptive e-coach for leaders for health promoting team development – a web-app** |
| **Health promoting objectives**   1. Capacity building of team leaders and of their teams for continuous improvement of their working conditions 2. Improved balance of job demands and of job resources as key work-related determinants of health 3. Reduced health problems and improved wellbeing of employees   **Synopsis of the scenario**  The «wecoach.ch» is an automated, adaptive e-coach. The web-app technology uses a rule-based chat bot to coach the team leader through a team development process. It provides tailored, interactive online learning materials and change tools, incl. validated online-surveys. Supported by these online instruments, the team leader moderates a life team workshop for joint development of actions to improve the working conditions in the team. Built in process evaluation provides continuous feedback from the team regarding the quality of this participatory process and the resulting actions. The e-coach builds on evidence regarding organizational change and successful improvements of leadership style and of working conditions. The participatory design process and pilot testing in 30 teams has shown that the «wecoach.ch» is feasible, attractive and effective in diverse leader/team contexts.  **Intended audience**  Due to its generic, adaptive nature, the e-coach is targeted at team leaders and their teams in diverse economic sectors and company sizes. The tool is designed for the typical team sizes in companies: between 5 and 20 employees. To assure broad adoption and sustainable implementation of the e-coach, it is hosted and actively disseminated through a spin-off start-up of the University of Zurich and through the Swiss management association.  **Duration and intended use**  In the first 4 weeks the team leader goes through 10 interactive online sessions of 20 minutes each to build-up the own capacity. In the next 4 weeks a team survey of working conditions and health is conducted, immediately followed by a one day team workshop and online process evaluation. A follow-up survey and half-day refresher workshop is recommended after 4 months. All these implementation steps require 9 more 20-minute online sessions of the team leader.  A team leader can individually use the e-coach independently from broader adoption in the own company. Voluntarily, he/she can link-up and exchange with other users of the tool. Alternatively, the e-coach can be simultaneously used across several teams in a company. This permits to have regular face to face exchange meetings amongst team leaders and can create a bottom-up cultural change towards a health promoting company.  **Keywords**  e-coaching; web-app; worksite health promotion; working conditions; leader development; team development; health promoting organization |