

Leading Mental Health

Training for Leaders

The content and resources have been developed in accordance with the Government's Mental Health and Wellbeing Charter. It includes practical tools and resources provided by RUOK and Beyond Blue, and the latest psychosocial risk obligations your leaders need to understand and promote.

Managers and Leaders must have the confidence to talk about mental health and wellbeing in the workplace. Our resident Organisational Psychologist has provided expert advice to make sure the program contains accurate and relevant information. Our Instructional Designer has ensured the program has a clear framework and supports adult learning principles.

This means you can be confident the program provides accurate information in a format your leaders will remember and use long after the training is completed.



✓ Outline

- 4 hour workshop - onsite or online
- Up to 16 leaders per session
- Comprehensive workbook and reference tool

The four mental health skills and behaviours your leaders must have:



1.

Mental Health 101

- 1 What is mental health?
- 2 The three key contributors
- 3 The impact of mental illness in the workplace
- 4 What is a mentally healthy workplace?
- 5 PERMA Wellbeing Model

2.

Promote positive mental wellbeing in the workplace

- 1 Promoting our own mental health (self)
 - Proactive – build resilience
 - Reactive – stress indicators
 - Personal wellbeing plan
- 2 Promoting the mental health of our people (leadership)
 - The impact leaders have on the working environment
 - Three practical skills / behaviours to promote mental health of your people; quality conversations, develop an authentic leadership style, delegate effectively

Act on mental health issues

Identify mental health issues and provide support, promote recovery, and return to work pathways for employees and peers.

- 1 Common mental health issues and signs
- 2 Warning signs of suicide
- 3 Supporting employees with pre-existing mental health conditions
- 4 Seeking appropriate support
- 5 Return to work practices

3.

Protect employees from mental health issues

- 1 Identifying and reducing work related risk factors
- 2 Policies, procedures, values and business rules to protect employees
- 3 Understand the new psychosocial hazard obligations

4.

"It is more important than ever that employers do everything reasonably practicable to provide a psychologically safe and healthy workplace."

Dr Beer, Worksafe

Leading Mental Health

Prioritising Mental Health Workshop for Employees

A best practice learning experience.

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Awareness is the first step to creating a mentally healthy workplace

Our resident Organisational Psychologist and Instructional Designer have worked together to ensure the 2-hour program provides employees with accurate and relevant information in a way that is engaging and supports adult learning principles.

Your employees will walk away with an increased awareness and understanding of the mental health issues impacting workplaces today.

You can use the program as part of your broader mental health education strategy, as part of your induction program for new employees or as a remedial action when you identify teams that require additional education and support.

✓ Outline

- 2 hour workshop - onsite or online
- Up to 36 employees per session
- Workbook and reference tool

It is essential that every person in your organisation understands how to support their own and others mental health.



1.

Mental Health 101

- 1 What is mental health?
- 2 The three key contributors to mental health and wellbeing
- 3 The impact of mental illness in the workplace and community in Australia
- 4 The most common mental health issues in the workplace
- 5 Increasing awareness of suicide

2.

Prioritise your own mental health

- 1 The link between performance and stress
- 2 How to proactively build resilience
- 3 How to be a positive wellbeing rolemodel at work and home
- 4 Your personal wellbeing plan

3.

Act confidently to support your colleagues

- 1 How mental health conditions show up at work
- 2 The impact of appropriate and inappropriate workplace behavior
- 3 Know how to have a wellbeing conversation

4.

Protect each other by understanding support services

- 1 Support services - internal and external
- 2 The impact on family, workplace and community
- 3 Understand your environment and resources
- 4 The psychosocial hazards that exist in your workplace

