

UNDERSTANDING AND MANAGING MENTAL HEALTH IN THE WORKPLACE

(Half or one-day programme)

In today's working environment of constant change and uncertainty, it is important to identify, understand and support those who are showing signs of change that concerns you; to know how to provide the support they need.

This half-day or one day programme will help to provide the guidance to help you. It highlights understanding and managing issues of employee self-wellbeing and signs of their decreased performance levels at work.

Our sessions are confidential and are about supporting you as the owner, manager, line manager, team member and/or HR manager/director responsible for the wellbeing of employees.

PREPARATION

- How do you view Mental Health, personally and within your organisation?
- Examples that you have identified in change of behaviour and situations with team members/ employees that you deem to have mental ill health issues

ORGANISATIONAL VALUE

- Ability to identify the needs early to reduce long-term absence from mental health illness
- Being proactive in managing the steps to help to achieve early identification and having procedures in place
- Identifying organisational needs to achieve policy and procedures statement to managing employee wellbeing and mental ill health long-term for staff handbook

WORKSHOP CONTENT

- Why is mental health important?
- Definitions of mental health
- Common mental health issues and treatment
- The barriers to offering support
- Recognising the signs and symptoms and how to handle these
- Raising the issue in signposting for support
- The legal requirements in managing mental health in the workplace

KEY OUTPUTS

- Develop a clear understanding of how to identify the signs of mental ill health
- Build your own self-confidence to manage the issues surrounding mental health – including how to report to the board and stakeholders on behalf of your team/s
- Develop a deeper ability to listen and understand the signs in those around you
- How to set an action plan to formulate the next steps to support employees through their needs

PERSONAL VALUE

- Clear understanding of how to immediately 'read the signs' of those experiencing ill mental health
- Ability to listen, and develop your confidence on how to articulate and support those struggling with mental ill health in the workplace (and externally)
- Equally, identifying them for yourself