

Leading Mental Health

A framework for Australian leaders

A best practice learning experience.

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 provides accurate and relevant information. Our Instructional Designer has ensured the program has a clear framework and supports adult learning principals.

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.

About Health at Work

Health at Work is an Australian organisation, dedicated to partnering with clients to create healthy workplaces.

We provide a range of online and in-person services to support you in prioritising the mental and physical wellbeing of your workforce.

Throughout our 20-year, history Health at Work has delivered contemporary and relevant programs that meet the needs of Australian workplaces. We are a passionate group of health and wellbeing professionals and we are proud of the positive impact our services have.



“ 1 in 4 Australians experience a mental health problem ”
Beyond Blue, 2020

Leading Mental Health

The four mental health skills & behaviours your leaders must have

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. What is a mentally healthy workplace?
5. PERMA Wellbeing Model

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.
 - Introduce 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 & common signs of mental health issues
2. Warning signs of suicide
3. Supporting employees with pre-existing mental health conditions
4. Seeking appropriate support
5. Return to work practices

Protect employees from mental health issues

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

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

Dr Beer, Worksafe

Investment

\$5,950

4 hour workshop
Up to 16 leaders per session

Want to know more?

Please get in touch about this or any of our other health and wellbeing programs.

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healthatwork.net.au

