Managing for mental health, part 1

Mental Health, like physical health, is something we all have, yet it is still a subject surrounded by stigma and misconceptions. Managers are in a unique position to make a positive difference: promoting, supporting and sustaining the mental health of their teams. This short, interactive session is designed to provide the background needed to help you do just that.

Around 2 hours • Face-to-face or virtual • Typically 4-15 participants • Supported by course notes • Interactive

Key course elements

Background and basics
- Mental health, what it is and why it is important, debunking the myths, exploring the facts, challenging the stigma

Mental ill health triggers
- Exploring pressure and stress, and common universal triggers and risk factors for mental ill health

Warning signs to watch for
- Examining the warning signs of mental ill health and the mental health continuum

Understanding mental illness
- Uncovering some of the most commonly experienced mental illnesses including depression, anxiety and burnout and examining maladaptive coping strategies

Participants will learn to...

- Understand the importance of promoting positive mental health in the workplace

- Recognise personal triggers and risk factors for mental ill health

- Recognise work triggers for mental ill health

- Understand the difference between "normal" stress and mental illness

- Spot early warning signs of imbalance and stress overload

- Understand some of the most common mental illnesses experienced at work

- Recognise and explore maladaptive coping strategies

"Honestly, this course was really eye-opening for me and has helped me understand what I need to do to look after myself and therefore be a better source of support as a manager"

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Managing for mental health, part 2

You may be concerned about the mental health of someone in your team, but what should you do about it? What can you say? What should you avoid? This session, designed to follow on from Managing Mental Health Part 1, will enable you to confidently identify and address potential issues, recognise where your role begins and ends, and be able to provide appropriate support for your entire team.

Around 2 hours • Face-to-face or virtual • Typically 4-15 participants • Supported by course notes • Interactive

Key course elements

The mental health continuum
- Clarifying what to watch for and when to intervene

What to do (and what not to do)
- Examining bias
- What to say and what to avoid
- How to intervene and how to provide appropriate reassurance and support

Your role
- Identifying and exploring the role of the manager at each stage of the mental health continuum, including how and when to access support networks

"Gave me some really practical and useful tips to implement in the management of my team and being able to identify signs when people may be struggling"

Participants will learn to…

- Recognise the impact of bias on mental health

- Develop confidence to approach, assess and assist someone with a mental health issue

- Understand what to say and do and how to avoid potential problems

- Signpost to appropriate support

- Explore and discuss the reality of supporting someone in your team with mental ill health

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Managing for mental health, part 3

This course is structured to enable you to confidently manage employees across the mental health continuum, with a particular emphasis on how you can support those suffering with mental ill health within the context of your organisation and current employment legislation.

Around 2 hours • Face-to-face or virtual • Typically 4-15 participants • Supported by course notes • Interactive

Key course elements

Background and basics
- Exploring employment legislation in relation to mental health, duty of care, good practice and balancing individual and organisational needs

The role of the manager/organisation
- Looking at when to link in with GPs and Occupational Health to provide additional support to individuals suffering from mental ill health

What to do (and not do)
- Examining how to effectively manage a variety of mental health issues at work including short and long term absence, through a series of case studies

Strategic planning
- Looking at the bigger picture and how your workplace can support individuals remaining at work whilst managing mental health conditions or support those returning after periods of absence

Participants will learn to…

- Understand employment legislation in relation to disability and mental health

- Explore different management tools and techniques to support individuals through the mental health continuum

- Develop strategies for reasonable adjustments that support employees' wellbeing and work within their organisational context

- Work with HR teams and external parties (GPS and Occupational Health) to gain more insight into specific requirements for individuals

- Develop skills for managing individuals suffering with mental health conditions at work

- Understand the importance of and how to communicate with employees absent from work

- Understand the requirements of an effective return to work plan

- Keep appropriate records and documentation in line with GDPR

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