

Workplace Mental Health & Wellbeing Workshop

Strategies to develop and roll-out a cost-effective, scalable mental health and wellbeing initiative for your organisation

EXPLORE

- What is mental health and how do you detect mental health issues at work?
- Understanding employer responsibilities and risks at all levels
- Educate organisational leaders about psychological health and wellbeing
- Supporting executive managers and staff managing common workplace mental health issues
- Educate organisational leaders about psychological health and wellbeing
- Executive-level 'champions' to create a psychologically safe work culture
- Supporting executive managers and staff
- Effectively handling pre-employment medicals to help manage risk and exposure
- Strategies to destigmatise conversations about mental health
- Common workplace mental health issues
- Identify early warning signs and educating leaders
- Practical intervention and support strategies

EXPERT FACILITATOR



› **Dr Kirsty Agar-Jacomb**
Clinical Psychologist
and Consultant
Breakglass



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Workplace Mental Health & Wellbeing Workshop

BACKGROUND

The impact of mental health-related issues on NZ business, government and people cannot be overstated. Mental health issues affect job involvement, job satisfaction, loyalty, performance and turnover. Nearly one in four people will experience a mental health episode each year and according to the World Health Organisation, depression is set to be the number one cause of disability across the world by 2030.

On the other hand, when employees experience positive physical and mental health, they are more likely to be engaged, motivated and productive in their roles. Whether you come from a safety lens, a health and wellness role or an HR and OD standpoint, it is crucial to support a proactive, preventative approach to mental health and wellbeing. Acquiring the tools to develop and roll-out a cost-effective, scalable initiative can make a real difference at all levels of your organisation.

This practical and interactive two-day course has been expressly designed to support your business at any level of mental health and wellbeing maturity. This comprehensive program will enable you to evaluate how mental health plays a role in your organisation, identify common workplace issues and understand employer responsibilities and risks. With this thorough grounding, you will tackle strategies to raise organisational awareness, educate leaders, managers and employees, as well as destigmatise conversations about mental health in your organisation.

Day One

Mental health and wellbeing fundamentals

- What is mental health and how do you detect mental health issues in your business?
- What part does the employer play? Where does that role begin and end?
- What is organisational wellbeing? Explore short and long-term wellbeing issues
- Understanding the impacts of stress in your workplace

Understanding employer and employee responsibilities and risks

- Navigating legal WHS requirements and responsibilities
- Effectively handling pre-employment medicals to help manage risk and exposure
- Workers compensation issues and optimal return to work outcomes
- ROI for investing in mental health - making the case to your business

Understanding mental health in the workplace

- Common workplace mental health issues
- Indicators of positive mental health
- Mental health concern vs mental illness
- Tackling common mental illnesses - anxiety, depression and substance abuse

Wellbeing and resilience for managers and employees

- Workplace wellbeing interventions
- Encouraging employee resilience
- Discussing wellbeing with employees and managers
- Manager self-care

WHO WILL ATTEND

Director, Managers and Specialists involved in:

- Workplace Health and Safety
- Occupational Health and Safety
- Injury Management / Rehabilitation
- Health and Wellness
- Occupational Risk and Compliance
- Employee Wellness
- Human Resources
- Organisational Development
- Return to Work Coordination

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Day Two

Facilitating behavioural change across your organisation

- Create clearly defined roles, effectively manage relationships and conflict
- Understanding people's stress reactions - body, mind, behaviour and emotions
- Use mindfulness to choose when and how to engage with employees
- Balancing advocacy with inquiry and tackling resistance

Enabling managers to engage effectively

- The role of the manager - what to do and what not to do
- Identify early warning signs and educate leaders
- Practical intervention and support strategies
- Managing difficult conversations

Strategies to destigmatise conversations from senior leadership levels down

- Educate organisational leaders about psychological health and wellbeing
- Executive-level 'champions' in creating a psychologically safe work culture
- Top-down organisational leadership around mental health and wellbeing
- Supporting executive managers and staff

Summary of key ideas, strategies and action plans

- Wrap-up and discussion of organisational perspectives on mental health and wellbeing
- Communication strategies to destigmatise, engage managers and senior leaders
- Supporting your managers with self-care strategies
- Summarise specific steps for action in your organisation

INTRODUCING YOUR FACILITATOR



Dr Kirsty Agar-Jacomb
Clinical Psychologist and Consultant
Breakglass

Kirsty is a Consultant Clinical Psychologist who believes in the relevance and value of clinical psychological knowledge and practices to workplace and organisational contexts.

Kirsty is a Clinical Improvement Coordinator of Specialist Mental Health and Addictions Services for Waitemata District Health Board, where she leads projects implementing clinical quality improvement initiatives, change management processes and innovation.

She has 19 years of experience working in the mental health field in both NGO and DHB sectors, working with highly troubled people often stuck in complex and rigid systems. In her leadership roles she has contributed to governance, strategic planning, service development and improvement and workforce development.

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