

WORKPLACE MENTAL HEALTH & WELLBEING WORKSHOP

STRATEGIES TO DEVELOP & ROLL-OUT COST-EFFECTIVE, SCALABLE INITIATIVES



14 & 15 AUG 2019
CLIFTONS SYDNEY

20 & 21 AUG 2019
CLIFTONS MELBOURNE

EXPLORE

- ▶ What is mental health & how do you detect mental health issues at work?
- ▶ What part does the employer play? Where does that role begin and end?
- ▶ Understand employer responsibilities & risks at all levels
- ▶ The role of the manager - What to do & what not to do
- ▶ Educate organisational leaders about psychological health & wellbeing
- ▶ Executive-level 'champions' to create a psychologically safe work culture
- ▶ Support executive managers & staff
- ▶ Effectively handle pre-employment medicals to help manage risk & exposure
- ▶ Strategies to destigmatise conversations about mental health
- ▶ Common workplace mental health issues
- ▶ Identify early warning signs & educating leaders
- ▶ Practical intervention & support strategies

EXPERT FACILITATOR



Melissa Harries
Principal Psychologist
Mindset Psychology

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ABOUT THE EVENT

The impact of mental health related issues on Australia's businesses, government and communities cannot be overstated. Mental health issues affect job involvement, job satisfaction, loyalty, performance and turnover. Financially, it costs our economy as much as \$12 billion a year, but it is the human impact that carries the most weight. 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 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.

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
- ▶ HR Consulting

YOUR FACILITATOR

Melissa's mission is to enable organisations and individuals to develop the skills to enhance mental health and wellbeing. She encourages a proactive and effective response to any and all of life's demands, regardless of how challenging they may be.

Melissa founded Mindset Psychology (originally Mindset Abilities) in 2012 after noticing a lack preventative training in mental health and resilience in civilian workplaces. This was a big part of her role in the Army and she believed that all types of workplaces could benefit from proactive interventions to improve employee wellbeing. Australian organisations respond to mental health concerns really well once problems become emergencies. However, there is room for improvement when looking at prevention and early intervention.

Melissa discharged from the full-time Army (ARA) as the Officer in Charge of a Mental Health and Psychology Section responsible for the command, management and day-to-day running of a 6-man military mental health unit, which supported 1,200 soldiers.



Melissa Harries
Principal Psychologist
Mindset Psychology

DAY ONE

Mental health and wellbeing fundamentals

- ▶ What is mental health, 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? Short- and long-term issues
- ▶ Understanding the impacts of stress in your workplace

Employer and employee responsibilities and risks

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

Understand 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
- ▶ Encourage employee resilience
- ▶ Discuss wellbeing with employees and managers
- ▶ Manager self-care

DAY TWO

Facilitate behavioural change across your organisation

- ▶ Create clearly defined roles, effectively manage relationships and conflict
- ▶ Understand people's stress reactions - Body, mind, behaviour and emotions
- ▶ Use mindfulness to choose when and how to engage with employees
- ▶ Balance 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
- ▶ Manage 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
- ▶ How to support 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
- ▶ Ways to supporting your managers with self-care strategies
- ▶ Summarise specific steps for action in your organisation

Workplace Mental Health & Wellbeing Workshop

14 - 15 August 2019 Cliftons Sydney

20 - 21 August 2019 Cliftons Melbourne

Booking Form

Event Reference: WMH0819A

Priority Code: I

Registration Information

Organisation Name

Address Suburb State Postcode

Booking Contact Information

Title Full Name Position Email Phone

Delegate Information

#	Title	Full Name or TBA	Position	Email	Attendance Date/s
1					<input type="checkbox"/> Sydney <input type="checkbox"/> Melbourne
2					<input type="checkbox"/> Sydney <input type="checkbox"/> Melbourne
3					<input type="checkbox"/> Sydney <input type="checkbox"/> Melbourne
4					<input type="checkbox"/> Sydney <input type="checkbox"/> Melbourne
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9					<input type="checkbox"/> Sydney <input type="checkbox"/> Melbourne
10					<input type="checkbox"/> Sydney <input type="checkbox"/> Melbourne

Your Investment

Options (per person)

Qty

Value Plus Rate

Register and pay by 23 May

Super Saver Rate

Register and pay by 20 June

Early Bird Rate

Register and pay by 18 July

Standard Rate

Workshop \$2195 + GST = (\$2414.50) \$2495 + GST = (\$2744.50) \$2745 + GST = (\$3019.50) \$2995 + GST = (\$3294.50)

Discounted off standard rates :

Save up to \$800

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All Prices listed in Australian Dollars

Group Discounts Available:	15% off Standard Rate	20% off Standard Rate	25% off Standard Rate
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