

Managing Mental Health in the Workplace

This 1-day workshop explores the fundamentals of creating a workplace culture that supports mental health, innovation, creativity and well-being. These fundamentals also work to mitigate stress and disengagement whilst supporting those who may be experiencing a mental health problem

Aims and Objectives:

- To understand why people become 'unwell' and how they recover
- To understand how workplace cultures can impact this process
- To read signs and symptoms of mental ill-health and distress
- To be able to support those in distress
- To embed wellbeing in the workplace

Course Structure:

Session 1 – Understanding Mental Health, Wellbeing and Resilience.

- > Exploring how our biology, psychology and social networks form risk and protective factors around our mental health
- > Exploring the industry and organisational culture in relation to these risk and protective factors
- > Visiting the 7 ways to wellbeing as tangible coping mechanisms and as ways to develop resilience

Session 2 – The signs that someone's coping mechanisms have been overwhelmed.

- > Biological, psychological and social symptoms associated with poor mental health in the workplace
- > How poor mental health effects people in their work

Norwich & Central Norfolk Mind
50 Sale Road
Norwich
NR7 9TP
W: www.norwichmind.org.uk
T: 01603 432 457
E: learnwithus@norwichmind.org.uk



Norwich and Central Norfolk

Session 3 – How to support someone in distress

- > Empowering employees to engage with line managers – creating shame resistant environments that promote wellness
- > Empowering line managers to engage with employees (reviewing line manager responsibilities, policies and procedures around suicide disclosure and strengthening links with HR)
- > Empowering line managers to support someone in distress using trauma informed practice – 3 core skill sets:
 - > Choice, collaboration and connection (creating the appropriate relationship)
 - > Strengths based and skills focused (focusing conversations)
 - > Safe and trustworthy practice (creating clear and supportive boundaries)
- > Stepped support that responds to need (increasing and decreasing levels of support, like supervision, around times of stress)
- > Supporting engagement with HR, community services and signposting

Session 4 – Creating a culture of wellness in the workplace

- > Using the *Business In The Community Workwell Model* to support a well-being strategy across an organisation from the partners down
- > Implementing 8 steps to embed well-being in an organisation including Workplace Wellness Action Plans

There will be specific information and handouts given out during the workshop with links and further reading for those interested. At the end of the workshop further information and suggestions will be emailed through to all delegates and for use by those unable to attend.

Norwich & Central W: www.norwichmind.org.uk
Norfolk Mind T: 01603 432 457
50 Sale Road E: learnwithus@norwichmind.org.uk
Norwich
NR7 9TP



Norwich and Central Norfolk