



“ Being able to feel safe with other people is probably the single most important aspect of mental health; safe connections are fundamental to meaningful and satisfying lives ”

Bessel Van Der Kolk

“Empirical evidence linking management and leadership to employee mental health and wellbeing has grown dramatically over the last decade, to the point where it is so well supported it almost seems self-evident”.*

Psychologically safe and healthy workplaces enhance people’s mental health and protect them from mental illness.

This training has been developed specifically for people leaders to increase their confidence and competence in identifying and managing stress and mental health in their people.

A psychologically safe workplace has substantial benefits for organisations. These benefits can be seen in improved productivity, reduced absenteeism and presenteeism, higher retention of staff and lower numbers of complementation claims. On average, organisations can expect an average return of investment (ROI) of 2.3 **.

The training has been developed from best practice research in the wellbeing and mental health sciences. Umbrella has adapted this knowledge to meet the needs of people leaders and their duty of care under the 2015 Health and Safety act.

Feedback from Umbrella clients has also informed the development of this training, in particular how to meet the challenges of raising concerns about mental health at work.

WORKSHOP OBJECTIVES:

- Understand how stress and mental illness can impact negatively on employee productivity and wellbeing.
- Identify the key factors that determine psychologically healthy workplaces.
- Learn practical tools and frameworks to protect employee mental health.
- Review how to hold effective conversations about mental health and how to safely raise issues of concern.

The workshops are facilitated by Umbrella’s clinical psychologists who hold a high level of expertise in working with mental health and leaders.

They create a safe and supportive environment for discussing mental health, and improving leadership competencies in managing mental health.

WORKSHOP AIMS:

This workshop is uniquely tailored to the roles of the people leaders attending, with the aim to:

- **Increase leaders’ knowledge** about their duty of care to protect the mental health of their people.
- **Help leaders feel more confident** raising concerns about employee stress and mental health.
- **Ensure leaders understand** how to proactively manage impaired performance as a result of stress and mental illness.

FOR MORE INFORMATION OR REFEREE DETAILS, CONTACT:

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*Donaldson-Fielder, E., & Lewis, R. (2016, June). *Managing mental health at work: the role of leaders and line managers*. *Occupational Health, Stress & Wellbeing*. Retrieved from <https://www.personneltoday.com/hr/managing-mental-health-work-role-leaders-line-managers/>

**Creating a mentally healthy workplace - Return on investment analysis, PwC (PricewaterhouseCoopers), 2014