

# MANAGING MENTAL HEALTH IN THE WORKPLACE – MASTERCLASS

## 11-12 MARCH 2019 – WELLINGTON CBD

THIS MASTERCLASS IS DESIGNED TO SUPPORT LEADERS TO EFFECTIVELY AND CONFIDENTLY PROMOTE AND PROTECT MENTAL HEALTH IN THEIR WORKPLACE.

1 in 5 Kiwis will experience mental illness this year. This means that at any point in time, it is very likely people in your workplace are experiencing mental illness, with direct consequences to their wellbeing and productivity.

Research shows that:

- Work-related stress can place people at risk of developing mental illness and can also exacerbate existing symptoms of mental illness.
- Psychologically safe and healthy workplaces can enhance people's mental health or wellbeing and protect them from mental illness.
- For people with experience of mental illness, safe and supportive workplaces have been found to play an important role in recovery
- The return on investment in workplace mental health interventions is overwhelmingly positive, with an average ROI of 4.2 : 1 (Deloitte, 2017)

Join Umbrella's Registered Clinical Psychologist Stephen Kearney in this two-day masterclass. Enhance your capability and confidence in supporting your organisation to flourish by promoting positive mental health as well as recognising and managing mental illness. Create a framework and language for talking about mental health that is empowering and proactive, instead of stigmatising and reactive.

### INTRODUCING STEPHEN KEARNEY

As a former Director of Defence Psychology, Steve has extensive experience working with leaders at all organisational levels, as well as leading teams himself. His leadership expertise in combination with his psychological knowledge enables Steve to both understand the challenges and generate practical solutions to integrate mental health support into busy workplaces.

In his role at Umbrella, Steve has facilitated Mental Health Awareness and Managing Mental Health workshops for a wide variety of leadership teams across both public sector and private organisations. Steve is particularly skilled at translating our scientific knowledge about mental health and wellbeing into useable frameworks and strategies that leaders can apply within their own organisations. He has a strong interest and commitment to applying the principles of psychological safety to foster both team and individual wellbeing and mental health.

One of Steve's strengths is ensuring the masterclass learning is tailored to the needs of the participants, weaving relevant personal stories and scenarios into the learning objectives.



“ Steve is a strong communicator and he engaged the entire team. He really struck a great balance between humour and conveying serious messages. ”

“ Thank you Stephen for making me feel more confident in my role as a team leader and equipping me with the right tools for tough discussions about well-being. ”

## DAY 1 OBJECTIVES

1. Increase your knowledge about stress, mental health and mental illness
2. Debunk common myths about mental illness, and identify the impact of discrimination
3. Identify common signs of mental illness
4. Recognise factors that have either a positive or negative influence on people's mental health
5. Identify the causes of work-related stress and when stress turns into signs of something more serious
6. Learn a best-practice process on how to respond to suicide risk
7. Learn how to initiate and engage in compassionate conversations with colleagues you are concerned about (these conversations occur prior to leadership conversations)
8. Learn effective, practical strategies to strengthen mental health and wellbeing at work and in your life, to enable you to flourish.

## DAY 2 OBJECTIVES

1. Increase knowledge about your duty of care to protect the mental health of your people
2. Understand how stress and mental illness can impact negatively on employee productivity and wellbeing
3. Identify key principles alongside a best practice process for effectively managing mental health in the workplace
4. Learn and practice how to plan and carry out effective leadership conversations when concerned about a team member's mental health. This includes when people become tearful, or don't want to engage in conversation
5. Discuss how to integrate wellbeing conversations as part of your leadership BAU
6. Highlight intervention and support strategies
7. Identify what stops people from engaging in support, and how to overcome these hurdles
8. Identify the key factors that determine psychologically healthy workplaces

## THIS MASTERCLASS WOULD BENEFIT:

- Executive Managers and Directors
- People and Culture Managers
- Human Resources Managers, Directors and GMs
- Health and Safety Managers / Directors
- People Leaders
- Human Resources Business Partners

**Places are limited.**

“ I highly recommend. This workshop gave me confidence when supporting people experiencing mental illness in the workplace, including stress and anxiety. ”

“ Excellent content. Very relevant, addressing the real challenges that occur when supporting our people. ”

## TO REGISTER:

Contact Rebecca Dixon on 0800 643 000  
or [office@umbrella.org.nz](mailto:office@umbrella.org.nz)

**FEE: \$1650.00 PER PERSON**

This fee is in NZD and excludes GST.