

# MANAGING MENTAL HEALTH IN THE WORKPLACE – MASTERCLASS

## 1-2 SEPT 2020 – AUCKLAND CBD

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

1 in 5 employees are experiencing a mental health problem at any one time with stress, depression and anxiety contributing to lost working days, as well as presenteeism and negative impacts on team performance.

Work-related stress can also exacerbate the risk of employees developing mental illness as well as worsening existing symptoms. However, we can create a positive difference to support mental health at work.

Research shows that:

- Psychologically safe and healthy workplaces can enhance people's mental health and 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 return of \$5 for every \$1 spent (Deloitte, 2020).

Enhance your leadership capability and confidence in supporting your people 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 with your team that is empowering and proactive, instead of stigmatising and reactive.

### INTRODUCING NIGEL GEORGE

Nigel is passionate about using psychological knowledge to help individuals, teams and organisations understand

and implement ways of working that enhance and fulfil their individual and team potential.

Nigel has more than 30 years' experience working in a wide variety of clinical environments. Originally qualifying and working as a general nurse, he retrained as a psychiatric nurse, before studying psychology and training in London as a clinical psychologist. He has led large clinical teams through significant change processes. His main clinical and research interests have focused on ageing and how different communities approach ageing successfully.

Nigel has developed his passion for training and educating over the past 15 years. He regularly lectures both undergraduate and postgraduate psychology students. He is Director of the University of Auckland's Psychology Clinic, where he is involved in the coaching and training of future clinical psychologists. This work involves keeping up-to-date with

best-practice clinical methodologies and translating theoretical knowledge into competency-based professional behaviours. He has a specialist interest in Acceptance and Commitment Therapy and Compassion Focused Therapy, and how each of these models speak to the wider resiliency and positive psychology movements. He is also passionate about how psychology can help the diverse communities that make up today's Aotearoa flourish.



“ This training was really useful in learning how to approach conversations about mental health. Also about what our role actually is as a leader/manager. Really great thank you. ”

## 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 practise 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 'business as usual'.
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. Book early to avoid disappointment.**

“ Brilliant session! So valuable and Nigel is so knowledgeable and passionate! Thanks for giving us a common language and understanding for mental health. ”

“ Great facilitation, informative, explored curiosities and open to questions. Kept what can be a difficult topic very positive. ”

## TO REGISTER:

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

**FEE: \$1700 EXCL GST PER PERSON**

This fee is in NZD and excludes GST