

MANAGING MENTAL HEALTH IN THE WORKPLACE – MASTERCLASS

16-17 SEPT 2020 – WELLINGTON 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 DOUGAL SUTHERLAND

Dougal's experience as both a psychologist and a people leader informs his commitment to enhancing personal and organizational wellbeing.

In his previous leadership role Dougal led a large and diverse team through a time of significant growth and change in the business. He was a highly respected leader who now brings this deep understanding of people to his training facilitation work.

Dougal has been practicing as a clinical psychologist for over 15 years, working with a wide variety of clients and families. He has a specialist interest in cognitive-behaviour therapy (CBT). CBT is a solution-focused psychotherapy, which helps people develop more adaptive and flexible ways of behaving and in both personal and professional environments. Dougal particularly enjoys working with people experiencing stress, anxiety, and depression.

Dougal also has a passion for making psychology more accessible to the general public and has worked with the media in print, radio, and TV.

His skill at translating expert psychological knowledge into accessible learning experiences contributes to Dougal's training expertise, and his ability to support individual clients to make effective changes.

Alongside his work with Umbrella Dougal currently works as the Clinical Practice Manager at the Victoria School of Psychology Clinic where he teaches and trains intern clinical psychologists.



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.

“ Very good course, improved my confidence in my knowledge and added to it. Information very well presented. ”

“ Really liked the exploration of mental health vs mental illness. I liked the mix of listening to Dougal, videos, group work, the characters and the workbook. ”

TO REGISTER:

Contact Rebecca Dixon on 0800 643 000
or office@umbrella.org.nz

FEE: \$1700 EXCL GST PER PERSON

This fee is in NZD and excludes GST