



Mental Health Awareness Month

October is mental health awareness month, a time for us all to brush up on our skills for recognising and responding to the signs that 'just a bad week' has maybe shifted to a mental health concern

Mental Health - Leader Series

The below series is most impactful when run in it's entirety however sessions can also be run on their own. Each session is one hour in duration and customisable to industry and an organisation's internal mental health policies and procedures.

Session One - Prevention

During this session leaders will:

- Be introduced to Psychological Safety and why this is the foundation for reducing stigma
- Learn the building blocks of creating and maintaining a resilient team in lockdown and as lockdowns lift
- Build their supportive leadership behaviours and capabilities to create authentic relationships with their teams and encourage open communication about mental health and wellbeing

Session Two - Intervention

During this session leaders will:

- Gain insights into the current state of mental health and recognise the impacts of the pandemic on our collective wellbeing
- Learn how to recognise early warning signs for someone shifting from 'just having a bad week' to becoming unwell, along the wellbeing continuum
- Build capabilities in having early wellbeing conversations in a virtual or hybrid workplace environment through an insightful case study
- Gain skills in managing employee wellbeing when performance and mental health intersect

Session Three - Recovery

During this session leaders will:

- Gain insights into the top five psychosocial risks that contribute to poor mental health or psychological injury in the workplace
- Learn why staying in 'good work' during recovery from a mental health concern contributes positively to an employee's wellbeing
- Build their capabilities in making reasonable adjustments to accommodate recovery and prevent relapse
- Improve their skills in managing recovery in a virtual or hybrid environment

Mental Health – Mental Health Champions & First Aiders

The following session is 1.5 hours in duration and is aimed at key people within an organisation who have trained as a mental health first aider or mental health/wellbeing champion.

During this session you will:

- Recognise the impact of the pandemic on mental health
- Participate in a discussion about previous experiences as a mental health champion and the challenges you have faced in this role during the pandemic
- Be equipped with conversation and support strategies that can be utilised in a virtual or hybrid work environment
- Look at common mental health concerns currently being experienced

Mental Health – For all employees

The following session is 1 hour in duration and is aimed all employees seeking skills in managing their own mental health.

During this session you will:

- Gain an understanding of the current state of mental health in Australia and the impact of lockdown and the pandemic on our wellbeing
- Learn how to discern between 'just a bad week' and a mental health concern
- Find acceptance in your situation and participate in discussions around not comparing your situation with others
- Learn some practical tips for having a conversation with your manager about how you are coping and your wellbeing
- Discover other supports available if you don't feel comfortable reaching out to your manager