

Manager Mental Health Training

Many employees report an inadequate level of support for mental health in the workplace, and a lot of managers say they just don't have the tools to answer and respond to the concerns they are encountering. Mental health is a broad spectrum, encompassing employees who are stressed, burned out, and needing some tools for resiliency, all the way towards employees who are facing serious mental health issues that are affecting their ability to stay at work. The solutions can vary from employee to employee, and it can be hard to know where to start.

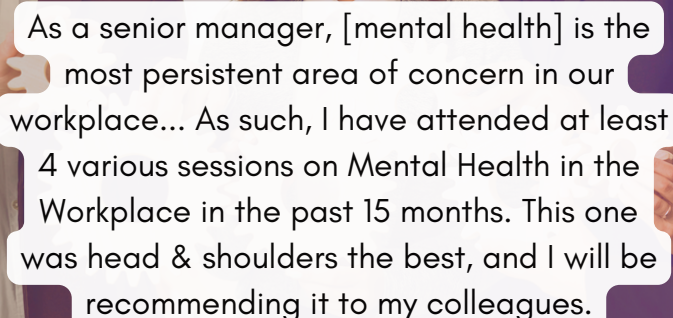
What we do know is that leaders are key in creating a culture of mental wellness at work, and without the necessary tools, organizations are facing higher costs due to loss of productivity and illness. Keeping employees healthy at work starts from the top of the organization with leaders and managers who can provide effective mental health support. Having a mental health program is a good start; having a team who knows how to communicate with employees, direct colleagues to the appropriate resources, and implement accommodations and support is the next, imperative step.

65% of managers say they could do their jobs more effectively if they found ways to more easily manage distressed employees.

Ipsos Reid, 2012

In this training, leaders will learn how to:

- Apply proactive support to prevent employee health issues and productivity loss
- Implement accommodations for effective return to work
- Increase employee performance and help modify employee behaviour
- Integrate employees off work for mental health back into the workplace successfully
- Create a culture of wellness and support that helps employees feel valued and able to thrive



As a senior manager, [mental health] is the most persistent area of concern in our workplace... As such, I have attended at least 4 various sessions on Mental Health in the Workplace in the past 15 months. This one was head & shoulders the best, and I will be recommending it to my colleagues.

- HR Leader

Program Topics

Leaders will learn the following:

- **The Mental Health Impact:** how mental health conditions affect the workplace, including productivity, morale, and team dynamics.
- **The Mental Health Continuum and Interventions:** various intervention strategies across the spectrum of mental health, from early prevention to crisis management.
- **Signs of Struggling Employees:** how to recognize signs of mental health challenges and support employees proactively.
- **Stress Management and Resiliency:** tactics to manage stress effectively and promote well-being in themselves and their teams.
- **Confidential and Productive Conversations:** how to initiate sensitive conversations with employees about behaviour and performance.
- **Emergency Assistance:** how to provide appropriate support for those in mental health crises, ensuring safety and well-being.
- **Legal and Ethical Considerations:** the boundaries of employer questioning regarding employee absences, health, and work.
- **Work Accommodations:** how to identify potential adjustments to support employees in staying at or returning to work.
- **Communication and Team Support:** effective communication strategies for discussing coworker accommodations with the team.
- **Reintegration Tips:** insights into facilitating the smooth reintegration of employees into the workplace following a mental health-related absence.
- **Building Trust:** techniques for building trust with employees, creating an environment where mental health concerns can be openly addressed and supported.



**In any given year,
1 in 5 people in
Canada will
personally
experience a
mental health
problem or illness.**

Canadian Mental Health Association



Included in the Training

- Interactive case studies that allow participants to get hands-on practice of the skills learnt
- A comprehensive mental health toolkit to support in-class learning
- A copy of the presentation slides to reference during and after the workshop

Format and Delivery

This training program is currently designed as a four-hour interactive session with opportunities to practice the skills discussed, including group discussions and breakout activities. However, the length, delivery, case studies, and activities can be customized to meet the specific needs of your organization and industry. If you have a group of employees requiring training, please reach out to our team to inquire about customized training. Individuals can also sign up to our online public sessions, when available.

Why our training is different from other mental health training courses:

- We focus on practical application of skills, employing case studies and real-life examples so you can develop a script for having difficult conversations.
- We provide strategies for workplace adjustments that managers can start implementing right away to help address mental health functional limitations.
- We look at the whole mental health picture: before and after an employee is in serious distress, strategies to stay at work, and tips for returning an employee to work.
- This training is geared toward leaders and goes beyond basic mental health knowledge and cookie-cutter solutions – it focuses on the role of a manager and what specific skills can be added to the toolbox to improve the work environment for all.

Sources:

- Ipsos Reid. (2012, August). Great West Life Centre of Mental Health in the Workplace Mental Health in the Workplace Research.
- Canadian Mental Health Association. Mental Health Facts in Canada.

Book training today to improve employee well-being, job satisfaction, and productivity.

Request a Quote

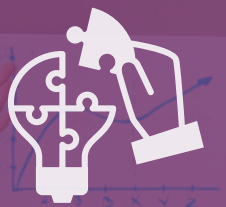
Inquire about our customized training by sending us a message with some details. Visit www.gowanhealth.com/contact-us

About Our Training

As a national leader in health and disability management, we specialize in providing comprehensive training support for healthcare providers, employers, and employees. With over 25 years of experience, we have honed our expertise in addressing a diverse range of workplace challenges. Our training programs cover a spectrum of critical topics including mental health, ergonomics, accommodation, return to work strategies, disability management, and more. Developed by our team of Occupational Therapy and Disability Management experts, our programs are designed to offer evidence-informed skills training and best practices.

We work closely with clients to understand their unique challenges and develop tailored solutions that promote well-being, success, and productivity in the workplace. Training can be customized to meet the specific needs of a company or industry. We also offer flexible delivery options to suit your preferences and requirements. Training sessions can be conducted in person, through virtual instructor-led programs, or via e-learning platforms.

Partner with us to empower your workplace with the knowledge and skills to navigate complex workplace issues effectively. Together, we'll build a healthier, more inclusive, and thriving work environment.



**CREATIVE
SOLUTIONS**



**COLLABORATIVE
APPROACH**



**DESIGNED FOR
THE WORKPLACE**