

Workplace Mental Health and Stress Management. Training for Managers & HR Staff.



Evidence-based training from the UKs experts in mental health and behavioural psychology:

This workshop supports managers and organisations to better-understand and recognise mental health problems in the workplace. Recent media attention has blurred the lines between the common frustrations and difficulties of modern life and mental illness - this training offers clarity and accurate information to improve the processes of support and management. The training also offers practical assessment and intervention models which are designed to support vulnerable workers and equip managers with strategies to better-manage mental disorder in the workplace.

Legal aspects associated with mental disorder in the workplace can be included in the training if required. This may reduce anxiety and better-equip managers and HR staff to manage staffs' health problems with greater insight, confidence and efficiency.

Here's a simple 9-point overview of this training:-

1) This workshop supports managers to better-understand and recognise mental health problems in the workplace. The common mental health diagnoses, the signs and

symptoms of specific diagnoses and the consequences for the employee (and organisation) are presented to improve general awareness, clarity and improve the processes of management;

- 2)** The training offers a detailed focus on workplace stress, the common causes of workplace stress and the relationship between stress and mental disorder. This workshop aims to improve manager / staff interactions and to support managers to identify and manage the early signs of stress and to minimise its potential escalation to mental disorder;
- 3)** The training supports managers to better-understand their health & safety responsibilities in relation to stress and mental disorder in the workplace. The risk assessment processes and potential control measures that may reduce workplace stress (and improve mental wellbeing) are presented in this training;
- 4)** There is an optional focus on the legal aspects in relation to workplace stress and psychiatric injury with relevant caselaw considered;
- 5)** This training provides is a clear focus on management and leadership styles. Effective and appropriate leadership styles that minimise workplace stress and mental disorder are

presented in this training. Managers will learn a useful set of empathy-based communication skills which will increase their confidence to support vulnerable staff and minimise potential counter-productive work behaviours that can manifest from poor leadership styles and invalidating practices. The training also identifies inappropriate leadership styles that will exacerbate stress and mental disorder in the workplace (not assuming that this practice is present in your workplace);

- 6)** Mental Disorder is a protected characteristic under The Equality Act 2010 disability discrimination framework. This training identifies when, where and how reasonable adjustments should be made by managers and organisations;
- 7)** This training is delivered by a psychology / psychiatry qualified consultant and free post-training support is available on an informal basis;
- 8)** Partners within our organisation work in the NHS as qualified Doctors and within the legal profession as qualified lawyers. This training offers an in-depth and evidence-based training opportunity for industry;
- 9)** Free post-training support on an informal basis



Typical Content at a glance (modular):

- Mental health awareness workshop with a key focus on the common mental disorders that present in the workplace and society in general;
- Workplace stress, the psychology of stress and its relationship with mental disorder, particularly 'A-Typical' Depression,
- the stress risk assessment and appropriate management of workplace stress;
- How the GP identifies stress and mental disorder, primary care screening tools and the potential misinformation of GP interventions;
- Examples of more complex mental health conditions and potential emergencies;
- There is a focus on improved interactional and empathic leadership styles. The training also identifies inappropriate leadership styles that will exacerbate stress and mental disorder in the workplace (not assuming that this practice is present in your workplace). Managers will learn a useful set of empathy-based communication skills to increase their confidence and minimise the counter-productive work behaviours that can manifest from poor leadership styles and invalidating practices;
- Side effects of psychiatric medication and consequences to the organisation;
- Layman's counselling skills - how to communicate and support staff with potential stress-related and / or mental health conditions;
- The Equality Act, its relationship with mental disorder and organisational responsibilities under this legal framework;
- Reasonable Adjustments to support staff with mental health conditions;
- Case Law in relation to mental health / Equality Act claims;
- Signposting staff to healthcare sources and supporting this process;
- Malingering and deception - learning to recognise when people may not be telling the truth;
- Suicidal behaviours - recognising the risk factors;
- Return to work adjustments;
- Free post-training support.



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