

Workplace Mental Health Essentials for Leaders



Leaders play a vital role in creating a mentally healthy work environment. Research consistently tells us that one of the most influential factors on a workplace's ability to thrive is regular mental health and wellbeing training for leaders.

Employees are more likely to thrive in workplaces where they feel seen and heard by leadership. Leaders also need to be seen modelling what is expected in the workplace including taking care of their own wellbeing.

SuperFriend's Workplace Mental Health Essentials for Leaders course promotes individual wellbeing and increases understanding of how to support a cohesive team and promote a mentally healthy workplace.

Overview

SuperFriend's Workplace Mental Health Essentials for Leaders course provides learners with an understanding of the importance of a mentally healthy workplace, the role of leaders in supporting their organisation's initiatives and practical skills to support their team's wellbeing.

After completing this course, learners will have an increased awareness of how to manage psychological risk and the importance of self-care for themselves and their team during times of stress, isolation, and change.

The optional workshop provides an opportunity for participants to practice and embed the skills learned in the online modules. This increases their confidence to apply the skills in care conversations and allows for a shared learning experience and open discussion about how to take learnings back into the workplace.

What will the course cover?

- What is a mentally healthy workplace
- Leaders' mental health roles and responsibilities
- Supporting your team using an integrated approach
- Identifying risk and protective factors
- How to have a care conversation.

Why participate?

- Mental health training leads to improved outcomes for individuals and businesses
- Flexible and accessible delivery, complete when convenient
- Course Completion Certificate.

Who should participate?

This course is recommended for all people leaders.

Prerequisites

Workplace Mental Health Essentials for All Staff.

Course details



Modules: 5 short online modules (55 mins total)



Facilitated workshop (optional): Up to 20 people (120 mins)



Resources: Access to additional supporting resources – tools, tip sheets, videos, articles.

Course Outline

The importance of leaders in supporting mental health and wellbeing • 5 mins

- What is a mentally healthy workplace
- Why leaders are important in supporting mental health and wellbeing
- The benefits of leaders supporting mental health and wellbeing

Understanding legal obligations and responsibilities • 10 mins

- The obligations leaders have related to workplace mental health including:
 - Privacy and confidentiality
 - Discrimination
 - Bullying and harassment law
- Work related risk factors that may impact mental health

Supporting your team using an integrated approach • 15 mins

- The elements of an integrated approach to support workplace mental health and wellbeing
- Applying an integrated approach as a people leader including:
 - Ways leaders can prevent harm
 - Promoting the positives at work
 - Providing support to your team

Psychological risk and protective factors in the workplace • 10 mins

- Identifying psychological risk factors, including personal, workplace and environmental
- Identifying psychological protective factors
- Strategies to reduce risk and increase protective factors

Having a care conversation • 15 mins

- Identifying compromised mental health
- How to approach someone you are concerned about
- Linking to appropriate support and referral options

Facilitated workshop (optional) • 120 mins

The facilitated workshop explores a range of tools and strategies to help people leaders support their team to and look after themselves in the process. The two-hour workshop reflects on concepts learned in the online learning modules and provides opportunities to practice and embed knowledge in a workshop setting. This workshop provides participants with requisite information and skills to provide quality performance feedback to employees and apply supportive performance management approaches.

Additional resources

- Ongoing access to resource library to support learning
- Downloadable tools, tip sheets, videos, articles
- Certificate of Completion



Online modules and all additional resources are accessed via SuperFriend's online learning platform, MySuperFriend.

