

Being a Mindful Manager

Summary

This workshop focuses on practice, not policies. Particularly suitable for line managers, HR and Occupational Health specialists, business owners and directors, trade union and staff representatives – especially those with little or no knowledge of mental health conditions. This 3 hour workshop (which will include a short break) covers:

- Stress, anxiety & depression, bi-polar disorder
- Talking with staff about mental health
- Supporting staff in work and managing absence

Aims

The aims of the session are:

- 1) To improve understanding of mental health conditions
- 2) To improve understanding of national guidelines / best practice for supporting staff experiencing mental health conditions
- 3) To reflect on your organisation's practice

Content

- Overview of aims and objectives
- Introductions - including asking each participant what they would like to gain from the session
- A mental health awareness quiz (with a particular focus on employment/work matters)
- Overview of mental health & work - financial costs, workplace culture, government initiatives
- What is mental ill health? This provides an overview of what is meant and not meant by the term 'mental health'. Link with stress.
- Presentation, discussion and group exercise looking at anxiety, depression & bi-polar disorder (including treatment and recovery)
- (We can include presentation, discussion about severe mental health conditions such as psychosis and schizophrenia (including treatment and recovery) if required)
- Identifying signs in the workplace
- Having conversations about mental health & how to respond to distress
- Case studies - explored through group and wider discussion which links in to the themes of supporting presence in work and managing absence
- Signposts to further support
- Review, evaluation form & handouts
- Availability to be contacted by participants for information and advice after the courses for an unlimited time