



## Aimed at

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People Managers (maximum of 12 on course)

## Key Outcomes and Benefits

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- Learn why it is important to look after our own and our employee's wellbeing and mental health
- Identify how to spot the potential triggers and signs of a lack of mental health and wellbeing
- Discover how to manage one's own mental health and wellbeing
- Practise skills to help you to have the conversation in a way that encourages trust and openness

## Duration

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4 x 90-minute virtual modules (to be taken on one day OR over 4 consecutive days/weeks – please contact to discuss)

## Investment Required

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£1200 for up to 12 participants

## Content

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### Module 1

- What do we mean by mental health?
- Exploring our frames of reference and how they influence of attitude towards mental health
- Why it is important to be open and have discussions about mental health at work
- Exploring mental health and wellbeing at work using the HSE management standards
- Signs and symptoms of a lack of positive health and wellbeing at work

### Module 2

- Introducing the 4 Pillars of mental health and wellbeing at work in relation to your role and workplace
- Exploring Trust and Relationships at work and their impact on mental health
- Practical tools for managing one's own mental health and why this is important for a people manager

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## Module 3

- Why it's important to have the difficult conversations around mental health and wellbeing
- Factors required for a successful conversation
- Practising the skills required for a successful conversation

## Module 4

- Review of Modules 1 -3
- Practise case studies to bring it all together
- Exploring the application – questions, challenges, successes
- Action planning
- Sharing of follow up resources