



# Mental Health in the Workplace: Manager Skills

## Mental Health & Wellbeing

*Suitable for line managers, senior managers and HR professionals who are responsible for keeping teams mentally healthy and who have familiarity with managing mental health in the workplace.*

This course is designed to build the manager's confidence in understanding mental health conditions and holding conversations with team members around mental health. Latest UK government figures show that 25% of staff experience a mental health issue in the workplace. Equally, mental health related issues cost UK businesses £34.9 billion annually. With this skill-set, managers and team leaders will be able to support employees, discuss low performance related to mental health and direct employees to appropriate support services. Managers will then be able to embed a workplace culture where positive and comfortable conversations about mental health take place.

### Course Content

- Module 1** - The Mental Health Continuum
- Module 2** - Employment Law, Occupational Health within the Context of Mental Health
- Module 3** - What are Mental Health Conditions: Understanding Supporting, and Signposting your Team
- Module 4** - Using Wellness Recovery Action Plans (WRAP) in Supportive Conversations and Performance Reviews
- Module 5** - Promoting a Positive Mental Health Culture

**Tailor It**

Talk to us about customising this workshop to suit your specific business needs

### Benefits to the Business

- Increase chances of keeping a mentally healthy team
- Pro-actively preempt a mental health situation by facilitating an open culture around mental health
- Reduce staff absences due to mental health conditions
- Promote positive and productive conversations

### Benefits to the Delegate

- Build confidence in holding perceived difficult conversations - "Know What to Say"
- Learn techniques to support meaningful conversations
- Appreciation of mental health conditions
- Skills and knowledge immediately implementable



# Leadership, Management and Wellbeing Training

HR Champions Ltd have been delivering Management Development training since the business was established over 20 years ago. We achieved ILM accredited centre status in 2002 and have since supported hundreds of businesses and thousands of delegates. Our courses and workshops, accredited and non-accredited are designed for all levels; for the novice team member, the aspiring manager, the established senior team as well as uniting those levels together with our team based training.

Our training services are complimented by our first-rate HR consultancy. We provide SMEs with HR and Employment Law advice & support from contracts and disciplinaries through to restructuring and redundancy.



### The course was perfect



*"We would highly recommend this course to all businesses as it provides managers the tools they need to have supportive and meaningful conversations during performance reviews. We appreciated how HR Champions tailored the training to our specific needs."*

**Karen - Simplicity**

### The training developed mutual respect



*"This session has allowed me to become more connected to my team. It has provided me with the tools to spot an issue and prevent escalation. I now understand what I can say as a manager and a manager's boundaries. The legal aspect of the course was very interesting."*

**Jessica - The Roses Theatre**

