healthyminds™

Leadership Responsibility for Mental Health in the Workplace

What leaders need to know

Target: All leaders and managers
Duration: 8 Videos - approx 95 minutes total viewing time

Cost: $99 + GST per person
Delivery: Online digital course (includes takeaway messages)
Introductory video: View **HERE**

This self-paced video training series is designed to up skill executives, leaders, and managers of all levels, on their crucial responsibilities around all things mental health and wellbeing.

Mental health is implicated in all areas of an organisation's functioning: your staff, business performance, legal obligations, and management processes.

This video series will help you quickly and succinctly understand the key issues at stake, and how to capitalise on expert knowledge and experience to ensure your people demonstrate best practice in your workplace.

Videos 1-3
Presented by Dr Tom Nehmy
Clinical Psychologist
Director, Healthy Minds

Video 1: *Understanding Mental Health in the Workplace: The Fundamentals - (13:20 min)*

- Mental health facts, risks and opportunities
- The link between wellbeing and performance
- The 3 key processes all workplaces must address

Video 2: *Creating a Culture of Wellbeing - (12:32 min)*
- The six scientifically-based ingredients to wellbeing
- Workplace connectedness as an under-utilised protective factor
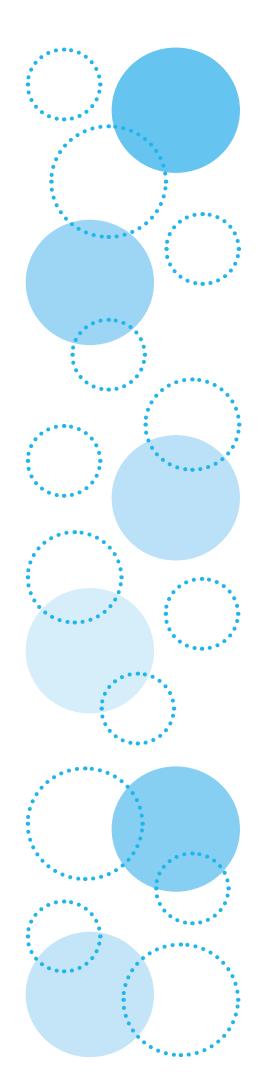- Create your strategy based on the 3 key processes and the Wellbeing Wheel

Video 3: *Gold Standard Workplace Wellbeing - (12:27 min)*

- Common myths and misconceptions
- The 3 'Golden Keys' to doing workplace wellbeing well
- What does the gold standard look like?

Find out more

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Videos 4-8

Presented by Ms Cecilia White
Director, Perks People Solutions
Human Resource Expert, Lawyer

Video 4: *Leaders Legal Responsibilities for Mental Health (10:35 min)*

An overview of legal obligations when managing mental health issues in the workplace referencing

- Discrimination and Equal Opportunity Laws
- Workplace Laws
- Privacy Considerations
- Work health and safety obligations

Video 5:

Case Study - Mental Health Issues and Absenteeism (6:45 min)

Video 6:

Case Study - Mental Health Issues and Performance Management (6:25 min)

Video 7: *Practical Mitigation and Prevention Strategies (13:14 min)*

- Managing risk
- Preventing psychological injury
- Managing employees' existing mental health issues

Video 8: Psychosocial Hazards in the Workplace –
What Leaders Need to Know (20:57 min)

- How to identify psychosocial hazards in the workplace
- Common causes of psychosocial hazards and why some workers are at greater risk
- Codes of Practice and the increasing legal obligations on Leaders to manage psychosocial hazards
- Practical tips to ensure compliance with Codes of Practice and to create a psychologically safe workplace

Find out more

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