Placing The Heart Back into Business – Creating Mentally Healthy, Resilient & Supportive Workplaces…

Ingrid Ozols
Managing Director, mh@work®

B.Sc, Grad Dip Bus Management, Grad Dip Mental Health
Commencing Master in Health Sciences

2009 Honourable Mention LIFE Awards in recognition of Suicide Prevention work in workplaces.
2009 E & Y Entrepreneur of the Year – Social Contribution Category in final 9
A Personal Case Study
Lessons...

- Education
- Communication
- Collaboration
- Work - Meaning & Purpose
Did you know?

- 1 in 5 Australians = mental health problem
- 154 million people globally = depression
- Many millions of work days lost to depression
  France = 31.9million, UK; 91m; Australia; 12m,
- Total cost of depression in Australia = $20billion,
- > 877,000 suicides globally each year,
- By 2020 Depression will be the 2nd highest burden of disease & disability in the world
- Can strike at any stage of lifespan from childhood to old age
- Impacts on a person’s ability to function in life, work & relationships

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Starting with Telstra
mh@work® e-learning tool
For 7 day free trial visit www.mhatwork.com.au
mh@work® Communication Devices

If you think there’s something wrong, there probably is.

Stop
It’s O.K. to ask “How Are You?”

Stop the Secrecy
1 in 5 Australian Adults experience a mental illness each year.
Learn the signs and make the difference

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Currently working on ebook version for WorkSafe Victoria

Nearly 100,000 copies distributed

Co–badged with clients + CEO Sign – off

Other clients: ANZ, Coles Group
“Creating Mentally Healthy and Supportive Workplaces”
Ingrid Ozols & Bernard McNair
STOP
I often feel anxious, irritable, nervous, teary, tired, steamrollered or plain worn out for no reason or reasons with no control.
I struggle to concentrate or make decisions.
I am relying on caffeine, alcohol, drugs, pain killers or smoking too much.
My health is deteriorating and I see no way out. *

THINK
I am having: difficulty sleeping, diarrhoea, constipation tense neck, shoulder, jaw, frequent headaches, pounding heart
heartburn, wind, bloating or indigestion, a cold or bug that lingers, spat attacks loss of patience, no me time, people saying I am working too hard, I am slipping into using drugs, alcohol or smoking to get through.

GO
I feel great, alive, full of life.
I am on top of life’s challenges and pressures.
I have good systems in place to pace myself.
My life is pretty balanced through a daily exercise program, eating healthily, weight under control, not smoking and having a few drinks on the weekend only.
2 years in the making…More Client Collaboration & Courage!

Bringing the VOICE of the lived experience, clinicians, academics, service providers to the workplace...

Messages include: The importance of work & healthiness, taking responsibility for own health and wellbeing.
Short – Interviews, many topics:

Depression, Anxiety, Bipolar Disorder, Schizophrenia, Alcohol & Drugs in the Workplace, Suicide Prevention@ Work, Resilience & Wellness, Relaxation, Better Sleep Tips, Supporting Carers, Insert cards…tips for self – care…and more information resources.
Digital Signage...
Bringing Messages to our attention
About mh@work®

Who we are, what we do, our experiences, clients, programs, services, partnerships & philosophy

A wholistic integrated approach prevention & early intervention campaign

3-5 year multi – layered program including technology, books, workshops, peer – support programs

Human element in work context, performance management, boundaries,

Teaching People to Fish for Life
Our philosophy.....

- Promoting importance of work to wellbeing
- Nurturing Workplace attitude/culture change journey
  ‘It is okay to be human, to talk about things’
- Towards safe, supportive, compassionate environments
- Supportive approaches using personal lived experiences, role modelling
  recovery, hope & resilience
- Not about diagnosis (not our role)
- Not about fixing or managing other people’s problems (we can’t anyway)
- Providing integrated tools, a multi-layered approach
- Based on adult learning principles, innovative, creative
- International...uk twf
Changing Attitudes...to Change Behaviour
Evaluation

- Formal & informal evaluations of all aspects via ConNetica Consulting, University of Sunshine Coast, and Sydney University

- Pre & post – survey’s enable benchmarking with our other clients eg NAB

- Trail – Blazing Program.. More organisations need to invest their courage, $, resources to doing this well, more tokenistic activities “Stress Management”
mh@work® client’s learnings

- Program requires support by senior management, internal champions
- Long-term on going regular multi-layered education campaign
- Evaluate evaluate evaluate

‘I am so proud I work for a company who has the courage to bring us this program’
‘I wish I had this information years ago’
Thank you - questions

The Flannel Flower is resilient & adaptable. Able to survive & thrive in harsh environmental conditions.
Mental Healthiness:

Adversity + Resilience @ Work

*Bringing the business world together with Australia’s mental health sector*

A unique National Conference

Thursday 13th May 2010

Melbourne, Australia
Reaching for the stars –

To a more compassionate mentally healthy and

Resilient workplace
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The lived experience
Clinicians
Academics
Panel discussions
A hypothetical case study
Interviews
Business Australia
Music, art, auction
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