

# Mental Health First Aid

FOR FRONT-LINE LEADERS — Manufacturing • Construction • Utilities • First Responders

**1 in 5** of your people will face a mental health challenge this year. Most won't say a word.  
**You are the first line of response.**

**What would it cost your organization if an employee reached a breaking point today — and no one saw it coming?** Untreated mental health conditions cost U.S. employers an estimated **\$225 billion annually** in lost productivity, absenteeism, and turnover. Research shows that for every **\$1 invested in mental health training, organizations see a \$4 return** — and that supervisors who are trained to recognize and respond early are the single most decisive factor in whether an employee seeks help. **This 45-minute class gives your front-line leaders exactly what they need — the awareness, the framework, and the confidence to act.**

## THE BUSINESS CASE FOR THIS TRAINING

**\$4:\$1**

ROI on every dollar invested in workplace mental health training

**36%**

Reduction in absenteeism when leaders are trained to recognize distress early

**50%**

Of long-term disability claims are psychiatric in origin — most preventable with early action

**76%**

Of workers say that how their supervisor responds determines whether they ever seek help

Sources: WHO • NAMI • SHRM • CDC • Harvard Business Review

### WHAT YOUR LEADERS WILL LEARN

|   |                                                                    |
|---|--------------------------------------------------------------------|
| ✓ | Recognize behavioral, emotional & performance warning signs early  |
| ✓ | Apply the ALGEE Framework with calm confidence                     |
| ✓ | Start a supportive conversation — no counseling degree required    |
| ✓ | Connect employees to EAP and professional resources                |
| ✓ | Document observations to protect the employee and the organization |
| ✓ | Build a team culture where asking for help is a strength           |

### What Changes Immediately:

|   |                                                             |
|---|-------------------------------------------------------------|
| ✓ | Supervisors stop avoiding the hard conversations            |
| ✓ | At-risk employees get noticed and referred before a crisis  |
| ✓ | HR incidents linked to untreated issues begin to decline    |
| ✓ | Leaders feel equipped — not exposed — when someone opens up |

### THE ALGEE FRAMEWORK

*Simple. Repeatable. Evidence-Based.*

|          |                  |                                                          |
|----------|------------------|----------------------------------------------------------|
| <b>A</b> | <b>ASSESS</b>    | Risk of harm — don't assume it can't happen on your team |
| <b>L</b> | <b>LISTEN</b>    | Non-judgmentally — your role is to hear, not to fix      |
| <b>G</b> | <b>GIVE</b>      | Calm reassurance — presence over unsolicited advice      |
| <b>E</b> | <b>ENCOURAGE</b> | Professional help — EAP referral and crisis resources    |
| <b>E</b> | <b>ENCOURAGE</b> | Self-help strategies and ongoing peer support            |

Developed by Mental Health First Aid USA.

*"The impact of their work has been incredible — fostering a new generation of capable leaders. Their curriculum is remarkably specific, addressing our unique needs with precision. I wholeheartedly endorse Rising Tide Solutions."*

— **Jim Rhodes**, SVP, Wayne Brothers Companies

*Your leaders won't remember the meeting where nothing was said. They'll remember the training that gave them the confidence to act.*

**Get This Class**

<https://therisingtidesolution.com/>

SDVOSB • Service-Disabled Veteran-Owned • CAGE 94BH2 •  
 "A Rising Tide lifts all boats."

### SESSION AT A GLANCE

- 🕒 45 Minutes
- 📍 In-Person or Virtual
- 👥 Front-Line Leaders
- 📱 Up to 20 per Session

### Package Includes:

- 9-slide instructor presentation
- Student handout with worksheets
- ALGEE quick-reference card
- EAP & crisis resource card
- Action planning guide
- Complete instructor delivery guide

★ **Group, Law Enforcement & First Responder Discounts Available**

Contact us at [support@therisingtidesolution.com](mailto:support@therisingtidesolution.com) for custom pricing and volume packages.

### HOW TO DELIVER IT

📍 **RTS In-Person or Virtual**

Our instructors deliver at your facility or via live virtual session. Zero prep required - just show up.

🏠 **Teach It In-House**

Every package includes a full instructor guide built on our Train-the-Trainer methodology — your team delivers independently.

📁 **Add All 20 Classes**

Bundle the complete 20-class Lunch & Learn Series for comprehensive front-line leader development.