

Understanding Mental Health in the Workplace for Managers

Course Overview

Supporting employees who may present with mental ill health is a vital role of the manager in the workplace. The course provides leaders with the knowledge, understanding and confidence needed for the effective management of mental health and wellbeing and for creating a positive wellbeing culture.

The course provides knowledge and understanding in relation to the principles of mental health, recognising mental ill health in themselves and others, supporting mental wellbeing in the workplace, understanding how to engage in mental health conversations in the workplace, how to support employees in relation to their mental health and ways to manage their own wellbeing.

Course Content

The course covers:

- Understanding mental health and wellbeing.
- Types of mental ill health and mental illnesses and identifying signs and symptoms.
- Strategies to support in the management of mental health.
- Sources of guidance and support and how to signpost.
- The financial, moral and legal rationale for supporting wellbeing in the workplace including national legislation and guidance.
- The relationship between wellbeing and productivity.
- Promoting a positive mental health culture in the workplace.
- Developing effective communication tools to engage in mental health conversations with employees.
- Understanding ways to support employees in relation to their mental health and wellbeing.
- Understand absence management and the return to work process in relation to mental health and wellbeing.
- Understand ways to manage manager's own wellbeing in the workplace

Structure

2 days face to face or online delivery.

The course is split into two units:

Unit 1 - Introduction to mental ill health and wellbeing.

Unit 2 - Mental health in the workplace for managers.

If you would like further information, please contact us:

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