

MENTAL HEALTH AWARENESS FOR LINE MANAGERS

ONLINE TRAINING

Co-presented by Becky Wright and Sharon James

Line Managers are ideally positioned to make the biggest difference to mental health in the workplace, but few managers know what to say or do when a colleague or team member discloses a mental health issue.

Employers have a responsibility to be proactive in developing positive mental health pathways. This should include training line managers to spot the early warning signs of mental health and provide them with the skills and confidence needed to intervene and have the supportive conversations necessary.

Training is part of the answer but should support an organisational culture of employee wellbeing.

This training aims to give line managers mental health awareness, essential communication skills to handle difficult conversations, and a broader understanding of how to promote a culture of wellbeing.

PART 1

Adult Mental Health Aware Half Day

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What is mental health
Mental Health Continuum

- Factors which affect mental health
- Stigma
- Stress and stress management
- Spotting signs of distress

Mental Health Conditions

- Depression
- Anxiety disorders
- Psychosis
- Eating disorders
- Suicide
- Self-harm

Self Care, Signposting and Resources
Recovery

- Take 10 Together - starting a supportive conversation

Supporting mental health in the workplace
Useful statistics
Helpful resources

PART 2

Handling difficult conversations and promoting a culture of wellbeing

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Sharon James HR Solutions Ltd

Handling difficult conversations

- Understanding the key elements of communication
- Situations that might trigger a difficult conversation
- Planning and holding a difficult conversation
- What to do next

Promoting a culture of wellbeing

- Employee lifecycle - touch points for communicating wellbeing approach and mental health awareness
- Know your Wellbeing Policy
- Mental Health First Aiders
- Creating a Wellbeing Action Plan
- Other wellbeing actions and initiatives

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About the trainer – Becky Wright

Becky is an accomplished and highly regarded motivational speaker who enhances wellbeing by using a unique form of coaching called Life Design, which integrates counselling and coaching. She delivers a range of engaging motivational and educational presentations, at national conferences, and to SMEs and local groups. She is a senior accredited member of the British Association of Counselling and Psychotherapy (BACP), and a full member of the Association for Coaching. She recently won the Innovation in Business Award for Sedgemoor 2019.



She owns a CITB Approved Training Organisation and is a Mental Health First Aid Instructor and Psychotherapist. Becky is one of the guardians who want to ensure that *Building Mental Health* is embedded into our training and work delivery.

Becky has proven abilities in enhancing productivity and creativity in the workplace and optimising wellness through a range of talks including Managing Change and Transition, Developing Emotional Resilience, Managing Stress, Managing People More Effectively, Developing Leadership Skills and Stimulating Creative Thinking.

She is the Founder and Director of New Leaf Life Design, a company she established in 1992, which has developed an excellent reputation as a compassionate and supportive provider of coaching and counselling services, committed to helping individuals and businesses grow and flourish. An advocate of corporate social responsibility, Becky actively engages the community and supports a greener environment through innovative projects and activities.

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WORKPLACE WELLBEING

Email Becky Wright on:
becky@newleaf.uk.com

Or call directly:
07590 684888

www.newleaf.uk.com

PART 2

Handling difficult conversations and promoting a culture of wellbeing

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About the trainer – Sharon James

Sharon is a Chartered Member of the CIPD (Chartered Institute of Personnel and Development) with over 20 years of experience in human resource management and administration. Sharon's HR background is within the private and public sectors working as a HR consultant and business partner with small and large organisations across the South West of England.



Sharon is experienced in managing employee relations, coaching and developing line managers in best people practice, and has worked with the local community on a variety of corporate social responsibility projects.

Sharon is based near Weston Super Mare and has been running her own consultancy for over 9 years.

When, where and how much?

Please see our social media posts and Eventbrite listings for dates, locations, prices and bookings.

For further information contact either Becky or Sharon directly using the contact details below.

SJHR
Sharon James HR Solutions Ltd

Email Sharon James on:
sharon@sjhr.co.uk

Or call directly:
07789 944257

www.sjhr.co.uk