

How do you recognize the signs of mental health challenges in your employees?
 And what can you do to foster a mentally healthy workplace?
 How do you approach someone who shows signs of distress?
 What do you say?
 How do you say it?
 Then what?

4-hour Workshop

In this participatory course, persons in leadership positions learn what can be done in a company or organisation to reduce the consequences, both health and financial, of employee Mental Health challenges.



Methodologies covered:

- help leaders identify signs that an employee(s) is potentially struggling with impaired well-being
- learn the process for holding a conversation with an employee about their well-being
- create a culture conducive to mental health through psychological safety and skills
- resources to help in case of further mental health challenges

Course

This is a 4-hour workshop including breaks, and can be adjusted to suit your exact requirements.

Participant receive a high-quality, comprehensive workbook with extensive resources.

Who we are/why us:

Progressive Coaching is an official partner of ENSA. Ensa is a project of the Swiss foundation Pro Mente Sana, which has been working for mental health in Switzerland for over 40 years. Co-initiated and supported by the Beisheim Foundation.

There is no comparable offer in the world that teaches concrete ways of acting in a scientifically sound way and enables lay people to strengthen themselves and help others.

Course Instructor:



Travis Simlinger

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Effectiveness researched



Evidence-based and scientifically sound



Swiss foundation for over 40 years



Internationally licensed program

4-hour Workshop: Agenda

Agenda: Can be customized to suit your exact requirement:

e.g., more participatory, less participatory, length, content, etc

Part 1: (85 mins)

- Introduction, welcome, concrete outcomes established
- Why mental health? Benefits for employees, company, and managers
- Separate fact from fiction in regards to mental health and well-being
- Group Exercise on stigma
- Stressors vs resources discussion
- Learning from successful companies: what do they do to manage well-being?
- The specific steps we can take immediately, to create and maintain workplaces conducive to mental health.

5-minute break

Part 2: (55 mins)

- Perceive and recognize mental health in your team
- Burnout: the facts and pragmatic model
- How to recognize signs of possible impaired well-being in ourselves and others
- The conversation framework to check-in with an employee if we recognize signs, in a way that increase the likelihood that the employee feels supported
- Learn exactly what to say and do to lead an employee to resources to aid their effective and efficient recovery
- How to achieve this without placing extra burdens on oneself as a manager

5-minute break

Practical (75 mins)

- Case study 1 — discuss the Mental Health First Aid conversation in context
- Debrief and capture key learnings
- Case study 2: debrief and capture key learnings
- Case study 3: debrief and capture key learnings

5-minute break

Part 3: (10 mins)

- Bring it all together: Review the actionable steps we can take immediately to achieve the benefits outlined in the beginning of workshop
- Discussion; questions
- Course wrap-up

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