



BUILDING A MENTALLY HEALTHY AND RESILIENT WORKFORCE: PRACTICAL SKILLS FOR LEADERS

As Australia's largest employment sector, small to medium enterprises are an important setting for a focus on mental health and wellbeing. As a result, managers and leaders within this sector are uniquely placed to play an important role in supporting the growth of a mentally healthy and resilient workforce. We know that more than [4 million](#) people experience mental ill-health each year and almost half the population has experienced a mental illness at some time in their life.

With untreated mental health conditions costing the Australian economy more than [\\$12 billion](#) per year, it has never been more important to learn how to communicate, discuss, support and improve mental health and wellbeing in the workplace.

This expert led webinar will support managers and leaders to increase their understanding of the key concepts of mental health, while also learning supportive strategies and best practice in recognising, addressing and supporting those experiencing mental ill-health in the workplace.

As a leader it can be tempting to focus time and attention to day to day operations of a small to medium enterprise, but one of the most important resources within that operation is actually you and your staff. The healthier and more resilient you and your team are, the healthier a business has the chance to be.

The course will cover:

- An introduction to the concepts of mental health and wellbeing
- Identifying mental ill-health in the workplace
- Employing safe language when communicating around mental ill-health and suicide
- Effective communication with sufferers of mental ill-health
- Workplace strategies to enhance mental health



FORMAT FOR MENTAL HEALTH SEMINAR

TIMING	LEARNING MODULE	FORMAT	EST. TIME TO COMPLETE
On demand	<ul style="list-style-type: none"> Introduction to seminar and facilitator Description of seminar bundle incl learning outcomes 	Podcast	30 minutes
Week 1 4pm, 10 Aug Mental health and wellbeing.	<ul style="list-style-type: none"> Introduce participants to the concepts of mental health and wellbeing Provide a neuro-biological framework for understanding mental ill-health in the workplace Identify and discuss the differences between mental health and wellbeing, mental ill-health, and mental disorders Identify the main signs and symptoms of mental ill-health Identify the different impacts of mental ill-health on individuals Identify protective and preventative factors for mental health Identify the main factors of a neuro-biological framework for mental health and wellbeing 	Webinar I	30 min bump in, 30 minute webinar, plus 30 minute chat room participation
Week 2 4pm, 17 Aug Safe communication around mental ill-health and suicide.	<ul style="list-style-type: none"> Focus on safe and sensitive communication about mental ill-health and suicide Develop an in-depth understanding of the issues behind problematic language and the potential impact it may have on perpetuating stigma and inhibiting help-seeking behaviour Identify and employ safe language when communicating about mental ill-health or suicide Identify language that can be stigmatising when referring to mental illness Identify areas of stigma relating to mental illness, specifically how stigma impacts on people with mental ill-health How to communicate about mental ill-health and suicide 	Webinar II	30 minute webinar, plus 30 minute chat room participation
Week 3 4pm, 24 Aug How to communicate about mental ill-health and suicide.	<ul style="list-style-type: none"> Continues the focus on effective communication with people experiencing mental ill-health or suicidal behaviour Identify effective strategies for communicating with a person who may be experiencing mental ill-health Confidently incorporate appropriate help-seeking information and support pathways in relevant communications 	Webinar III	30 minute webinar, plus 30 minute chat room participation
Week 4 4pm, 31 Aug Maintaining mental health and wellbeing in the workplace.	<ul style="list-style-type: none"> Focus on self-care and maintaining mental health and wellbeing Identify why implementing self-care strategies is important Develop coping strategies to implement self-care and positive mental health Identify some coping skills that people with mental ill-health may find helpful Identify workplace strategies to enhance mental health 	Webinar III	30 minute webinar, plus 30 minute chat room participation
TOTAL COURSE DURATION			5 hours



About the instructors:

Associate Professor Carmel Loughland

Associate Professor Carmel Loughland has an extensive career which includes national and international mental health research expertise. A senior registered psychologist, Associate Professor Loughland brings a breadth of research insight and practical knowledge on strategies for supporting mental health and wellbeing and applications across institutions. She currently fulfils roles at multiple sites including as the Lead for Allied Health Research within Hunter New England Mental Health Service as well as positions in Translational Mental Health Research and for the NSW Ministry of Health and Faculty of Health and Medicine, University of Newcastle under the Priority Research Centre for Brain and Mental Health Research.



Acting Program Manager Sara Bartlett

Ms Bartlett has more than 11 years' experience in delivering evidence-informed training designed to improve mental health literacy, build the capacity of audiences around language and stigma and impart strategies to support audiences to take action around their own mental health and wellbeing and the communities that they serve. She has provided strategic expert support and guidance for a diverse set of industries in best practice communications of suicide and mental ill-health and was instrumental in the development of a framework for the promotion of mental health and wellbeing and the prevention of mental ill-health and suicide.



Dr Sally Fitzpatrick

Dr Fitzpatrick oversees a range of projects including Ahead for Business, a digital hub supporting the mental health and wellbeing of small business owners and those that support them. Dr Fitzpatrick is a clinical psychologist and researcher who is passionate about understanding the factors that contribute to the mental health and wellbeing of all Australians. She is particularly passionate about translating this knowledge into evidence-based programs that enhance the mental health and wellbeing of our communities. She holds a Master of Clinical Psychology and a PhD, and is a conjoint Senior Lecturer at The University of Newcastle and holds an Honorary Postdoctoral Fellowship with Macquarie University.





About Everymind:

We are a national institute dedicated to the prevention of mental ill-health and suicide through best practice programs and translational research. We pride ourselves on delivering world-class programs across diverse sectors, industry and community in order to contribute towards prevention. These programs are fit-for-purpose, evidence-driven and are informed by translational research, collaboration and leadership. As an institute, we contribute to delivering a unified approach to the prevention of mental ill-health and suicide nationally through innovation, best practice and co-design.

We are determined to deliver outcomes that contribute to a world where all people and communities are mentally healthy and live well. Our specific experience and expertise in partnering with leaders will allow us to work successfully with the Goal Group to achieve the outcomes of the training program. Visit: www.everymind.org.au for more information or follow us on Facebook or Twitter @EverymindAU.



Hunter Defence Task Force acknowledges the commitment of the NSW Government, HunterNet, Hunter Business Chamber, RDA - Hunter, AiG, AIDN, ICN, Goal Group, University of Newcastle and Hunter TAFE in the cooperative development of the Defence Readiness series of seminars for SMEs.

