

# Mental Health Mastery Program

## Mental Health and Psychological safety skills capability for Managers

### Why the focus on mental health skills at work?

#### Australian Mental health issues are growing

We know that 50% of all Australian people will experience at least one episode of mental illness in their lifetime. Of people suffering with mental illness, less than 50% receive appropriate professional support.

#### Pressure from bushfires and the pandemic

People are experiencing increased mental health pressure from the bushfire summer and global pandemic with early findings from a Monash University COVID-19 Work and Health Study showing that financial stress, job insecurity and job loss contributed to 31% of participants experiencing severe psychological stress.

#### Workplace Mental Health skills are a Priority

Mental health is a growing safety risk in the workplace, with the workplace being cited as a primary source of stress. The National Productivity Commission of Australia is calling out for organisations to upskill their workplace mental health and mental wellbeing support.

### Where are your leaders and managers skills at?

	Manager Stages		Productivity	Focus	
Asset building	5	ADVOCACY	What problem?	+20%	Leverage
	4	CAPABILITY	Not a problem	+10%	Productivity
Resource burn	3	CARING	Our problem	+2%	Capability
	2	ABDICATING	Not my problem	-5%	Engagement
High Risk	1	PERSECUTING	You are a problem	-15%	Risk management

Mental Health Literacy diagnostic table © Fleur Heazlewood 2020

### Implications for your organisation

**Levels 1&2:** Pose a staff health, safety and business risk.

**Levels 2&3:** Can be time, energy and resource intensive without a toolkit and skills.

**Levels 4&5:** Are building staff wellbeing, team psychological safety and creating a cultural asset.

### Mental Health Mastery for Managers Program

Increasing mental health literacy is a core evidence-based strategy for reducing mental health risk and developing mental wellbeing in the workplace.

#### This program is for:

Your Business leaders and people managers with frontline responsibility for staff.

#### This program will enable people managers to:

1. Understand their role and responsibility for team psychological safety and staff wellbeing.
2. Use appropriate language to share, normalise, and support mental health and wellbeing.
3. Recognise the signs when someone may be experiencing mental health challenges
4. Hold values-aligned, caring and safe conversations with staff who are not ok.
5. Know how to support both mental health care and manage staff performance appropriately

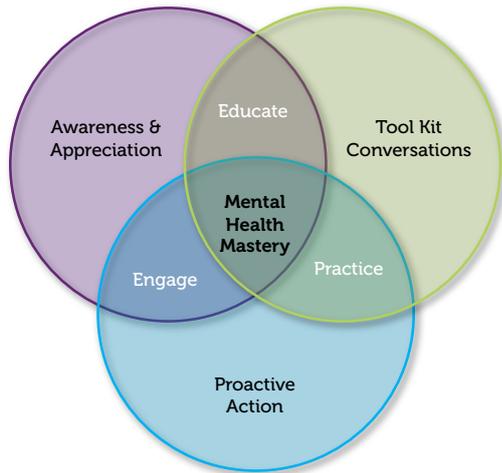
#### How the program works

1. We begin with a self-assessment diagnostic, then work with groups of 10 – 12 leaders and managers focusing on the 6 key skill building stages to build Mental Health Literacy.
2. The program includes 6 modules, delivered over 12 or 24 weeks. Each module is delivered in a 2-hour interactive training workshop and 1 ½ hour group coaching session.
3. Prior to each workshop, participants will be required to complete pre-work including reading, reflection and self-assessments.
4. After each workshop, participants will work in pairs and complete an action-learning exercise to enable them to apply their learning and realise the return from the learning experience.

#### Your facilitator

With over 20-years corporate experience and as a past CEO, Fleur Heazlewood is an expert in workplace resilience and wellbeing leadership. She led three large corporate turnaround and business transformations; and has since trained over 600 people in positive leadership and workplace resilience and mental health skills.

## 6 Key Strategies to Mental Health capability



Mental Health Literacy program © Fleur Heazlewood 2020

### Module 1. Awareness & Appreciation:

Identify, humanise and normalise mental ill- health. Break down fear and stigma.

### Module 2. Educate:

Appropriate, safe and organisationally aligned mental health, psychological safety and wellbeing language to use.

### Module 3. Tool Kit conversations:

Learn the 3 stages to a mental health conversation framework: 1. Recognise the signs, 2. Check in with someone who isn't travelling so well, 3. Refer them to professional help.

### Module 4. Practice:

Case studies, role play, practice and preparation for turning knowledge in to action. And how to support both mental health challenges and work performance.

### Module 5. Engage:

Align understanding and expectations of organisational context, and the benefits of bringing to life vision, values and workplace wellbeing.

### Module 6. Proactive Action:

Prepare your organisation for success by clearly defining roles, outlining responsibilities, setting personal boundaries, and providing safety checks and balances.

## The program works!

Previous participants had this to say about Fleur's Mental Health and Resilience Managers Program:

*"As leaders we are as much responsible for the health and wellbeing of our teams as we are for their productivity and performance. In fact, it is well known that physical and mental wellbeing have a direct link to on the job performance. The sessions run by Fleur at Blueberry have been an invaluable part of our business' mental health and wellbeing programme for a number of years with great feedback from our teams, our managers and the leaders of the business."*

*"In this time of crisis Fleur quickly adapted to offer specific programs of how to adjust and manage these uncertain times. These sessions equipped everyone with tools to support one another and exercise personal self-care in these tough times."*

Ella Bennett, Business Manager Paslode, ITW Residential Divisional Leadership team

*"Don't underestimate the value of this training, support and frameworks. I found I started using this without even really knowing I was using it."*

*"These sessions allow you to share your experiences with other like-minded managers and create networks of supports amongst your peers. You'll come out of these sessions with support strategies and a network of support for yourself and your staff supported by a framework you can turn to for guidance"*

Jon Hill, Software Support & Training Manager, Residential Division, ITW Construction

*"As someone in a Management position, these sessions have helped me learn to be a better leader and person, ensuring I maintain a work/ life balance, ways to approach my team and friends to tackle difficult conversations, and also strategies for building resilience, better ways to communicate, and confidence. Given the current climate around the globe, Fleur's insights and coaching have been invaluable in dealing with this unprecedented situation."*

Stephanie Whiteside, Segment Market Manager, Framing & Trim ANZ

To find out more about the Mental Health Mastery for Managers program please contact Fleur Heazlewood on 0404 559 244 or email [fleur@blueberryinstitute.com](mailto:fleur@blueberryinstitute.com)