

90 minutes

## What is Mental Health?

- Define Mental Health
- Outline the legal obligations of employers with regards to mental ill health
- Manager's role in managing mental health
- Provide an understanding of what good and poor mental health looks like
- Identify the warning signs and symptoms of mental ill health in yourself and others
- Provide an appreciation of the fluidity of mental health.

## Practical Exercise - 'Warning signs'

- Interactive practical exercise in breakout groups: exercise focusing on developing confidence in spotting early warning signs of poor mental health / mental ill health.

## Prevalence

- Explain the prevalence of mental ill health in the UK
- Explain the cost of mental ill health to employers as related to presenteeism, absenteeism, staff turnover and productivity.

## Stress: The Good the Bad and the Ugly

- Outline what stress is and how it can manifest
- Discuss the 'Stress Container' model and how it can help you be more aware and objective in your management role.

## OVERVIEW ONLY Mental Health Conditions

- Introduce common mental health conditions and discuss typical patterns of recovery.

## BREAK

## 'Continuum Model', Stigma and Self Stigma

- Introduce the 'Continuum Model' and how this can help explain stigma and self-stigma and the fluidity of how mental health conditions can change over time.

## Practical Exercise – 'Continuum Model'

- Interactive practical exercise in breakout groups: exercise exploring where individuals may fall on the 'Continuum Model'.

## Non-Judgemental Listening

- Outline the concept of non-judgemental listening and its role in the management of staff suffering with mental ill health.

## Practical Exercise – 'Non-Judgemental Listening'

- Interactive practical exercise in breakout groups: exercise focusing on developing confidence in having difficult/sensitive conversations regarding stress and mental health and developing non-judgemental listening skills.

## Crisis Management / The Role of Mental Health First Aider

- Explore mental ill health crisis management through encouraging conversation with staff and raising awareness of support available for line manager
- If the company has Mental Health First Aider, the support they give will be explained.

## Support for Line Managers in Managing Staff with Mental Ill Health

- Highlight support available for line managers in managing staff with mental ill health.

## Q&A