

The Circus of Life Workshop for Managers

Overview

The pandemic has had a profound impact on the mental health of us all. The cost of mental health related illness has risen to a record high of £56 billion per annum making staff wellbeing the highest priority.

With employers seeing a return of £5.30 on average for every £1 invested in staff mental health, the economic argument for putting staff wellbeing at the heart of business is clear. (Deloitte 2022)

At the forefront of this are your managers, supervisors and HR.

Description

How can you tell the difference between someone who is just upset, someone who is putting themselves under too much pressure and someone who is already en-route to something far more serious?

This workshop examines precisely what stress is and how it can lead to both physical and mental health issues. It looks at the range of mental health issues and shows how to spot the signs in yourself and in others.

It examines the importance of workplace culture and its impact, both positive and negative, on employee open-ness and leads managers through the process of disclosure and subsequent, on-going support. It also provides a toolkit designed to build resilience in individuals and in the workplace.

Navigating the business world is a little like learning to be a circus performer; we need to juggle a few balls, balance many demands, walk the tightrope, let go and trust that others will be there to catch us, clown around a little and feel the thrills.

Benefits

- Delegates will understand exactly what stress induced illness is and how it can lead to more serious physical and mental health issues. They will also look at what the different mental health conditions are and how to spot them.
- Delegates are given guidelines on how to facilitate disclosure and how to provide on-going support to employees
- Delegates identify the stress points in their life and commit to making the necessary changes to help them become more productive in the workplace
- Delegates examine the balance in their lives, identify the weak area(s) and commit themselves to making positive changes
- A positive action plan will be developed from the workshop activities
- Reusable tools are provided ensuring sustainability of the training programme



Content

The Circus of Life will remove the stigma and lack of knowledge and understanding that surrounds stress and mental health issues.

The first part of the workshop focusses on understanding what stress actually is (medically) and how it is linked to both physical and mental illness. It also looks at the signs and symptoms for all 6 mental health illnesses allowing managers to spot the signs early – in themselves and in their teams.

The second part of the workshop focusses on how to create the right culture around mental wellbeing and introduces a strategy to encourage early disclosure and to provide on-going support.

It's all very well having this knowledge but, if we want to support others, we need to be proactive in the management of our own stress and wellbeing and that is what part 3 of this workshop is designed to do.

It looks at three key areas of resilience, growth and wellbeing – identifying and tackling stress points, balance, destructive thought patterns and internal chatter. It also looks at how we can develop a growth mindset and teaches proactive (and reactive) approaches to wellbeing.

Aims

- Full understanding of stress and how it can lead to mental health issues
- An understanding of the 6 mental health illnesses (based on advice published by MHFA England)
- Increased confidence supporting staff wellbeing in the workplace
- Lower personal stress levels and increased resilience in the workplace
- A proactive approach to reducing stress and maintaining positive wellbeing



Results

- On completion of the workshop, delegates will be able to:
- Understand what stress is (medically) and how it can ultimately lead to physical or mental health issues
- Identify and provide initial support for individuals' mental health issues in the workplace
- Facilitate disclosure and on-going support for employees with mental health issues
- Build a more resilient workforce starting with managers
- Understand how to achieve a healthy work/life balance
- Provide ongoing support and development through reusable tools

FACTS & STATS

- Around 17million working days were lost in the UK to sick leave caused by mental health in 2022; (HSE 2022)
- There has been a 25% increase in the cost of poor mental health to businesses since 2019
- 61% of employees who leave are citing poor mental health as the main reason
 - Recruitment costs have risen substantially
 - Presenteeism costs (historically more than twice the cost of absenteeism) have risen substantially and are further complicated by remote and hybrid working

Delivery Options

FACE TO FACE or VIRTUAL

The Circus of Life is normally a one-day workshop for all staff running from 09:30 – 16:30. However, shorter versions are available. Please ask for more information.

ONLINE LEARNING

The Circus of Life workshop is also available online