

# Circus of Life - Managers

## Course overview

**Stress is the number one cost to businesses in the UK. It is also the first step on the road to mental health issues.**

HR professionals reported that 41% of mental health problems (such as anxiety and depression) have increased amongst employees in the last 12 months

*CIPD Annual Absence Management Survey 2016*

In business, managers and supervisors are the first line of defence against this growing crisis. But 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 colleagues. It examines the importance of workplace culture and its impact, both positive and negative, on employee openness 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.

## Results

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

## Key Topics

- What is stress and how it can lead to physical and mental health issues
- How to spot mental health issues
- How to facilitate disclosure and provide on-going support for someone with mental health issues
- Building resilience
- Work / Life Balance
- Improving wellbeing

## Benefits of attending

- 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
- A business action plan will be developed from the workshop activities
- Reusable tools are provided ensuring sustainability of the training programme

## Who Should Attend

All Managers and Supervisors

Duration 1 day 09.30 - 17.00