

Live Interactive Mental Wellbeing Training

Course overview

Even before the Coronavirus hit, stress induced mental health issues were the number one cost to businesses here in the UK. Sadly, this situation is now getting even worse.

Frontline staff are worried every day for their safety. Many furloughed staff are worried for their jobs, their income and their future - but they also fear a return to work and the health risks that may accompany that.

To help support employers at this time, we have created a large number of live, interactive, online workshops covering a full range of topics to support managers and staff with their mental wellbeing.

We are also happy to create bespoke programmes to meet your needs.



The following four workshops each run for between two and two and a half hours (allowing time for questions/interaction). They are designed to support the mental wellbeing of all individuals.

Workshop One **Managing Emotions & Wellbeing during Coronavirus**

The Coronavirus lock down has had a huge impact on our day to day lives forcing us to deal with isolation in a way we've never had to before. For so many of us, this leads to feelings that we don't understand and can't seem to control, but why?

Our reality, at the moment, is that we are all going through a major life disruption that will leave a new normal in its wake.

There won't be a "back to the old world" or "back to the old me" for some time to come – maybe ever. As a consequence of this we are all experiencing some form of trauma and loss: worrying about family and friends, finances, job security, uncertainty, feeling stressed or a little out of control.

This is absolutely normal. But it doesn't feel nice so, it's important that we understand these emotions, how to come to terms with them and how to cope as our new normal continues to unfold.

At the end of this workshop delegates will:

- Understand what trauma and loss are and why we are experiencing these feelings
- Understand the different stages of change (practical) and transition (emotional)
- Understand the human stress response and its triggers
- Learn to manage worry and anxiety
- Be able to deal with stress and panic in the moment
- Develop wellbeing coping strategies

Workshop Two **Understanding Stress & Building Personal Wellbeing**

The Coronavirus pandemic has turned our lives upside down. We are all facing challenges – some of which are positive, but some of which are negative and stressful. But what is stress and how do we manage it?

This workshop looks at what stress is – good and bad – and shows how it can lead to physical and/or mental health issues. It also looks at how stress can lead to burnout and what the differences are.

Next, we discuss exactly what mental health is – and the fact that we all have it - just as we all have physical health.

Most of us know how to manage our physical health so we then concentrate on a whole range of wellbeing strategies designed to promote positive mental health, helping the rollercoaster of life seem a little smoother and a LOT more manageable!

At the end of this workshop delegates will:

- Understand what stress is (medically) and how it can ultimately lead to physical or mental health issues
- Understand how stress can lead to burnout and how this differs
- Understand what mental health is and how we can manage this in much the same way as our physical health
- Recognise the common signs of mental health issues
- Develop a range of wellbeing strategies

Workshop Three **Mental Health Awareness and Wellbeing**

Mental Health issues currently affect 1 in 4 workers in the UK.

During the Coronavirus pandemic there has been a lot of practical and financial support from the government. However, an area of our welfare which has not been addressed fully is support for mental health issues.

In this workshop we look at all the pressures that today's workforce is facing and discuss how these differ from normal. We then look at what stress is and how it can lead to physical and mental health issues.

After looking in more detail at the different types of mental health difficulties and how to spot them, it then goes on to show delegates a range of wellbeing techniques designed to support them both personally and professionally.

At the end of this workshop delegates will:

- Understand how excessive stress can lead to mental (and physical) health issues
- Understand the six categories of mental illness
- Be able to identify potential mental health issues in themselves and in those around them
- Learn a full range of wellbeing techniques

Workshop Four **Building Resilience, Growth & Focus**

Resilience: The ability to adapt to, and bounce back from, adversity.

Never have we experienced such sudden and enormous changes to almost every aspect of our lives. We are all having to cope with change on an unprecedented level – and change that has no end date or even a clear end goal.

This workshop looks at a full range of strategies designed to help us build our resilience levels and to continue to enjoy life as we move through and out of the Coronavirus pandemic.

It also looks at personal growth, maintaining life balance and helps us to make choices focusing on areas that build us up rather than break us down.

At the end of this workshop delegates will:

- Understand a range of strategies designed to build up their own resilience
- Understand how to achieve a healthy life balance
- Develop a growth mindset
- Learn how to choose their focus and response
- Enjoy ongoing support and development through reusable tools

We are also offering two management-specific workshops as detailed below. These workshops run for 2-3 hours each.

Managers Workshop 1 **Understanding & Supporting Wellbeing in the context of the COVID19 situation**

This course is designed to support managers understand and recognise some of the wellbeing issues staff in their teams may be dealing with in these challenging times. The course will look at a variety of support techniques as well as looking at ways we can deliver from a distance.

- Understanding positive and negative stress and how it can lead to mental health issues
- Understanding the difference between mental health issues and mental health illnesses
- Understanding depression and anxiety and knowing the signs to look out for
- The C.A.R.E. strategy for personal and organisational wellbeing (Creating a safe environment, Actively listening – this includes avoiding the temptation to 'fix', Raising awareness, Encouraging self-help)
- How can we support wellbeing in the office and/or from a distance

Managers Workshop 2 **Managing Wellbeing Conversations in the context of the COVID19 situation**

This course is designed to support managers to create a culture that recognises and supports members of staff who may be suffering from poor mental health. We will look at techniques to support recovery, deal with challenges and negativity and how we can improve motivation and recognition via a coaching style of leadership.

- Creating an open culture around mental wellbeing
- Understand the pressure curve
- Managing a wellbeing conversation (using C.A.R.E.)
- W.R.A.P. (supporting recovery from poor mental wellbeing)
- Dealing with difficult/negative people
- Become a coaching manager (using the G.R.O.W. model)
- Motivation and Recognition

Results

Depending on which modules you choose delegates will be able to:

- Understand what stress and burnout are (medically) and how these can lead to physical or mental health issues
- Identify mental health issues in themselves and in their colleagues
- Learn a first stage strategy for supporting others in the workplace
- Build up their own resilience and manage their concerns
- Understand how to achieve a healthy work/life balance – even when working from home
- Challenge habitual thought patterns replacing stress inducing language with resilient language
- Identify the stress points in their life and commit to make the necessary changes to help them become more confident and productive at work
- Develop a positive, growth mindset
- Enjoy ongoing support and development through reusable tools
- Understand how to create a culture that allows people to openly discuss mental health issues (managers only)
- Understand how to support a member of staff who has disclosed a mental health issue (managers only)

In addition, for managers

- Understand the C.A.R.E. strategy for personal and organisational wellbeing
- Understand how to support personal and staff wellbeing in the office and/or from a distance
- Manage a wellbeing meeting and conduct a wellbeing conversation with confidence
- Deal with difficult or negative people
- Use the G.R.O.W. model of coaching to support staff wellbeing
- Successfully motivate and reward staff
- Understand the pressure curve

As you may imagine, dates for this essential and current training are filling up fast, so please contact us to book your session or workshop as soon as you are ready. We look forward to (virtually) seeing you soon.



How does it work?

- Workshops are delivered live via Zoom to employees whether they are at home or in the workplace and can be spread over a time period that best suits the employer
- Employers can choose which modules they feel will best benefit their staff. Some modules are only suitable for delivery to managers
- Feedback is gathered via a simple Survey Monkey questionnaire and will be shared with the employer
- All slides used during the training will be sent to delegates

Why should I invest in mental wellbeing training?

- A report published jointly by Deloitte and MIND puts the cost of mental health issues at £45billion per annum for UK employers - that's more than £1,300 per employee (2020)
- Deloitte reports a £5 ROI for every £1 spent on mental health wellbeing training (2020)
- Right now staff are worried for their safety, their security and their future. Offering mental wellbeing training will support them at this difficult time and will help to make the transition to a new 'normal' easier and more productive
- Managers are at the forefront of supporting staff wellbeing at this time. Keeping them well and giving them the confidence to support others is key to continuing productivity, satisfaction and growth

