



MENTAL HEALTH & WELLBEING

Building a mental
health strategy for
your workplace

MENTAL HEALTH & WELLBEING

The COVID-19 global pandemic has seen an increased focus for organisations on the development of a mental health agenda for their employees.

To be an employer of choice, the leading businesses are promoting a culture of self-care and protection of the health of fellow workers to include greater focus on wellbeing and mental health resilience. Solid evidence is emerging that this has positive impacts on organisational productivity.

As we move into the recovery phase and the post COVID-19 world, we recognise an increased need for organisations to be focused on a health agenda. This is to make employees feel safe, deliver on duty of care legal responsibilities and the sustainability agenda, and present as an employer of choice.

The mental health agenda has become a major talking point for employers and employees. The global pandemic, workplace closures, community

lockdowns and chronic uncertainty have delivered much higher levels of stress, anxiety and poorer psychological outcomes for many people.

Employers need to look past only the reactive response to mental health issues in their workforce, usually by providing Employment Assistance Programs (EAP), to embrace a preventative agenda.

They need to ask:

*How can I improve the resilience of my workforce?
How can I support workers in this time of chronic uncertainty?*

International SOS has worked to develop a suite of services that will aid organisations deliver on these goals.

OUR PROGRAMS:

1. STRATEGY



Review and build an organisational response including broad considerations of resources required, action planning and incorporating mental health components into staff health policy.

2. WORKFORCE EDUCATION & TRAINING



Workplace workshops on mental health, wellbeing and resilience. Options of topics and 90 min, half day and full day learning sessions.



TOP 3

CHALLENGES FACING AUSTRALIAN AND NZ ORGANISATIONS WITH STAFF WORKING FROM HOME OR WHEREVER

1. Mental health and anxiety issues



2. Staff wellbeing and burnout



3. WHS & legislation concerns



1.

BUILDING A MENTAL HEALTH STRATEGY

In this program we will review current policy and practice on mental health and support the development of a new work related mental health strategy.

Our approach combines the latest evidence, guidance and legislation with a deep understanding of your organisational context, policies and practices. We have designed, delivered and evaluated training on a global scale; creating guidance materials and toolkits for government bodies, institutions and policy makers. We have a strong understanding of the challenges facing organisations across a number of sectors. We find that many organisations have a diverse offering to support mental health, but this activity is often disjointed or mispositioned. Building a comprehensive strategy for mental health can ensure that you harness the benefits of wellbeing activities, optimise your returns, and improve the health and wellbeing of your workforce.

OUR APPROACH TO WORKPLACE STRATEGY DEVELOPMENT

Our program is informed by the best evidence (including our own award winning research and practice) within the area of mental health and wellbeing. Through this approach, we will work with you to develop a vision of best practice and a clear plan for implementation.

Using a five step approach, our program will include:

1. Review stage to enable the team to understand the current situation and gather views from key stakeholders to help shape the strategy;
2. Gap analysis to identify the strengths and omissions of existing practices against legal and best practice frameworks and guidance (such as the forthcoming ISO45003 standard – Occupational Health and Safety Management – Psychological Health and Safety in the Workplace);
3. Stakeholder workshop drawing on information gathered to facilitate discussions develop a new vision and identify specific actions required to achieve it;
4. Develop the strategy and support the implementation;
5. Working in collaboration with you throughout, we will bring together your vision and support you in your journey to successful implementation.



“ Building a comprehensive strategy for mental health can ensure that you harness the benefits of wellbeing activities, optimise your returns, and improve the health and wellbeing of your workforce. ”

2.

MENTAL HEALTH, WELLBEING & RESILIENCE WORKSHOPS

Delivered in conjunction with Chandler Macleod People Insights

Designed by experienced psychologists and adult educators, these learning programs are designed to create improved work performance through increased self-insight and awareness, and practical skills and techniques.

The programs are focused on supporting participants to meet the demands of not only today’s workforce challenges but to lay the groundwork for addressing future workforce challenges.

RESILIENCE AND WELLBEING

OFFERING	OPTIONS	OVERVIEW	DELIVERY METHOD
The Resilient Leader	One Day Workshop	<p>The Resilient Leader is a powerful one day program that draws on the latest developments in Neuroscience, Emotional Intelligence and Resilience to help leaders enhance their wellbeing, feel less stressed and facilitate resilience and wellbeing in their teams.</p> <p>Self-management is an important competency related to leadership resilience and is about managing one’s own mood and emotions, time and behaviour, and continuously improving oneself. Leaders high in self-management pay careful attention to the way they manage time and how they behave. They are able to use their self-management skills to create positive workplace culture.</p> <p>During this program participants will improve their understanding of resiliency, explore and practice tools and techniques for developing their resiliency in the workplace, and action plan ways to enhance their personal wellbeing and the wellbeing of their team. Feedback reports, development tip workbooks and expert led debrief and action planning methodologies will help leaders leverage strengths and address development opportunities. Follow on individual coaching is available upon request.</p>	<ul style="list-style-type: none">F2F

RESILIENCE AND WELLBEING

OFFERING	OPTIONS	OVERVIEW	DELIVERY METHOD
Resilience & Wellbeing (Individual)	Half Day Workshop	<p>An interactive, engaging and thought provoking learning offering, Resilience & Wellbeing begins with a whole of self-look at how our mind and body respond to external stress, how we process external factors and interpret them in different ways. Participants are then encouraged to consider the emotional and mental responses to stress in addition to this and how this can differ considerably across different environments and different individuals. Participants are encouraged to consider different ways in which to support others under pressure while also maintaining their own resilience and well-being.</p> <p>Participants will be guided to self-reflect on their own preferences, style and responses to stress. Participants are then given strategies for building their own resilience (e.g. Locus of Control, Mindfulness and Mindset concepts) and asked to consider the strategies best suited to them, based on their own values and preferences.</p> <p>Business psychologists facilitate informative and interactive discussions to understand how to build resilience, optimise work-life balance and support others during challenging circumstances.</p>	<ul style="list-style-type: none">F2FVirtual
Coaching: Resilience & Wellbeing	At individual, manager and leader level	<p>Our experienced coaches are registered/ organisational psychologists with a unique understanding & insight into individuals’ strengths & weaknesses & what drives behaviour change. Our approach is characterised by a clear focus on goals & outcomes, recognising each person is different. Our coaches are focused on supporting employees to meet today’s challenges. We focus on achieving greater alignment of the coachee’s capabilities with their role requirements, to increase their overall resilience and wellbeing.</p>	<ul style="list-style-type: none">F2FVirtual Informed by Psychometric Assessment

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Creating Mentally Healthy Workplaces	90 Minute & Half Day Workshops	<p>Periods of prolonged stress and uncertainty can increase the risk of mental health problems and managers and organisations can play an important role in supporting individuals who are experiencing stress, distress and mental health conditions.</p> <p>This workshop is designed to assist leaders and managers to better understand common mental health issues in the workplace and provide strategies and resources to support those who may be experiencing a mental health condition. The program covers several themes including understanding mental health, getting help & providing support, building resilience, and managing mental health during organisational change. This program has been designed by Chandler Macleod People Insights Senior Psychologists who have experience in workplace psychological health and wellbeing and who have a deep passion, personally and professionally, for empowering people to live their best work lives.</p>	<ul style="list-style-type: none">F2FVirtual
Navigating Stressful Events (Individuals)	90 Minute & Half Day Workshops	<p>Global events, such as the current COVID-19 pandemic, have the potential to significantly impact individuals across Australia, both directly and indirectly. In addition to causing disruption to the day-to-day rhythm of our lives, the intense media coverage and changing nature of the situation can make it difficult for individuals to remain focused and positive about what they can achieve personally and professionally.</p> <p>To successfully navigate challenging situations, it is helpful to understand how we, as humans, respond to periods of heightened stress and to arm ourselves with strategies to help us alleviate this stress, in the interests of maintaining our resilience, wellbeing and productivity.</p> <p>This interactive session will cover:</p> <ul style="list-style-type: none">The Psychological/ Neurological bases for our stress reactionsSigns of stress, and how to recognise these in yourself and othersStrategies to assist us to navigate stressful events and periods of uncertaintyThe five ways to well-being, and how to practically implement these in the current climate	<ul style="list-style-type: none">F2FVirtual



Approximately 1 in 5 people in Australia and New Zealand will experience a mental health issue annually.

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OFFERING	OPTIONS	OVERVIEW	DELIVERY METHOD
Supporting Teams Through Stressful Events	90 Minute & Half Day Workshops	Designed for managers to help them understand and support their team’s reactions to stress, includes practical coaching techniques to apply with team members.	<ul style="list-style-type: none">• F2F• Virtual
Developing a Culture That Supports Work Life Balance	90 Minute Webinar	<p>As the dust begins to settle on a period of time that delivered a seismic shock to the traditional office-based work environment, business leaders and human resources professionals are turning their attention to the future of work, and how to support their workforces to perform to their best, despite the ongoing instability and uncertainty. In reflecting on the year that was, it is clear that the shift to remote working has provided an unprecedented opportunity for many to move into a pattern of working that affords a much greater balance between work and personal concerns, with resulting benefits for employee engagement and satisfaction. It is equally clear that the holy grail of ‘work/life balance’ has remained a struggle for many others, and the negative impact of blurred boundaries on employee well-being has had significant implications for individual, team, and by extension, organisational performance. While our current way of working may be a far cry from a traditional workplace, the differences in experiences of individuals across organisations points to the important role that organisational culture still has in creating a positive work experience for employees.</p> <p>In this webinar, we explore the potential of the concept of ‘work-life integration’ for facilitating positive employee experiences for employees in this new world of work. We explore what is meant by work-life integration, who might benefit from it, what it means for individuals and employers, and how businesses can develop an organisational culture that supports its employees to embrace work-life integration.</p>	<ul style="list-style-type: none">• Webinar (live)





INTERNATIONAL SOS CONSULTANCY PRACTISE | LOCAL PRESENCE, GLOBAL BREADTH

Independent health and security experts offering strategic advice and decision making support to your organisation. Our services include policy development and review, advice on incidents and emerging health and security threats, health and wellbeing program design and delivery of health and wellness education sessions for workforces.

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