

## ***Effectively Managing Mental Health Key Workplace Principals***

This popular training program equips employees to understand the fundamental elements of understanding and effectively managing mental health as well as personalities in the workplace. As well as covering relevant legislation the program has a high degree of practical application. All examples, scenarios and activities used within the program are contextualised to your industry.

**Who should attend:** People Managers, Supervisors, Executives, HR Managers, and HR Consultants / Officers

**Flexible Delivery:** Our flexible approach allows for the program to be structured based on our clients' specific needs and budgetary requirements

**Duration:** Can range from 2 hours to 6 hours depending on what aspects need to be covered, therefore duration may be modified

**Delivery Method:** HR4Business training rooms - Level 1, 77 Yarra Street, Geelong;  
Onsite at our client's premises;  
Offsite at a conference centre of your choice

**Program Cost:** Fees are dependent upon participant numbers and program duration;

### **Program Outline**

- Legislative overview and expectations
- The impact of organisational climate and workplace 'psychosocial risk' issues
- Climate drivers of staff motivation and wellbeing
- Leadership styles associated with poor climates and increased psychosocial risk and effective leader behaviours
- Normal and abnormal personality and associated models of personality
- Personality and work performance including counterproductive work behaviours
- Key maladaptive personality traits at work and behavioural outcomes
- Psychological injury
- The bullying phenomenon
- The issue of civility and civility interventions
- The impact of psychosocial factors and querulent complaints and the obsessive pursuit of justice
- Categories of Mental Disorders, Symptoms, Risk Factors
- Strategies for Organisations

### **Program Learning Outcomes**

Participants will gain further understanding of the role of personality in the workplace and how to work with personality-based issues. The presenter Melanie Osborne, Senior HR Consultant at HR4Business is an accredited Mental Health Clinician with a social work and psychology background and has been a member of the expert panel in developing 'Workplace Prevention of Mental Health Problems' for organisations. Participants will receive a copy of this document as part of their training attendance.

**For further information please contact HR4Business on 5222 6695**