



Want to grow a healthy business?

To get the most out of your people you need to look after them.

Sadly, nearly all of your people will, at some point, struggle with the mental effects of stress, burnout, work-life balance, and strained relationships inside and outside the office.

All of which places pressure on the mental health of individuals as well as team dynamics leading to friction, reduced productivity, lost hours due to illness and fatigue, and increased staff turnover.

At En Masse we believe a healthy culture is one in which all the risk factors for poor mental health, such as high levels of stress, drug and alcohol issues and bullying & discrimination, are eliminated.

On this basis we have developed WorkThrive™ – a workplace-based program that helps you to build the mental health and wellbeing of your people.

“Organisations that actively promote and support staff wellness are twice as likely to be viewed by employees as high-performing; and there are substantial increases in organisational performance, employee engagement, innovation and creativity.”

Izzo & Withers (2000).
Values-Shift: The New Work Ethic
& What it Means for Business.



en masse™

En Masse Pty Ltd

Suite 202/122 Toorak Road
South Yarra VIC 3141
Australia

Tel +613 9820 0799

Fax +613 9820 0766

Email enquiries@enmasse.com.au

www.enmasse.com.au

Build a Mentally Healthy & Resilient Workforce with WorkThrive™

- ▶ WorkThrive™ enables you to diagnose your workplace culture, identify problem areas and then select from a suite of proven health and wellbeing interventions to build a sustainable, healthy culture.
- ▶ WorkThrive™ uses the latest research into what underpins a healthy and productive workplace. We harness the knowledge and expertise of psychologists, mental health experts and instructional designers to deliver a fully integrated program to match your organisational needs.
- ▶ WorkThrive™ programs can be delivered via face to face workshops and online learning modules. We can also tailor a blended learning program to meet your key needs. We have training program for both management and staff.
- ▶ Our face to face workshops are highly engaging and include role plays, case studies and opportunities for self and team analysis and reflection. Our experienced facilitators will arm your people with the skills and confidence to manage mental health issues and stay on the front foot before a problem escalates.
- ▶ Our suite of elearning modules is devoted to the issues most relevant to your organisation. Our curricula are legally and psychologically validated, SCORM-compliant and easily integrated with your Learning Management System.
- ▶ As part of the WorkThrive™ package, En Masse can conduct a preliminary mental health diagnostic which feeds back customised staff profiling data, organisational perceptions and specific strengths and areas for improvement.

The Outcomes

WorkThrive™ adjusts existing workplace norms to achieve a healthy, productive culture in which people work effectively, stay well, seek help early when needed, and deal better with colleagues and staff who require support and flexibility.

The WorkThrive™ experience leaves participants feeling less reactive, better equipped and more valued.

WorkThrive™ will help you fulfill your risk and compliance responsibilities and give you back the time to focus on the work you do best, while leaving your team's mental health and wellbeing in expert hands.

You don't have to be a mind reader to address mental health and unlock the full potential of your people. You just need WorkThrive.™

WorkThrive™ training solutions include:

- Act Now: Mental Health Crisis Management – workshop & elearning module
- Mental Health Return to Work workshop
- Performance Management (Mental Health) workshop
- Managing Stress & Anxiety at Work – workshop & elearning module
- Managing Client & Customer Expectations – workshop & elearning module

Call us today (03) 9820 0799 to discuss our solutions for values alignment and culture building.

Our expert panel

Dr Kristan Braun

An accomplished, highly qualified clinical health psychologist, experienced counsellor and educator with specialised expertise in primary mental health and Employment Assistance Program (EAP).

Helen Rimington

An accredited National Workplace Program trainer and curriculum developer with a Masters in Education, Helen is one of the nation's leading group facilitators in mental health.

Mark Dean

A qualified lawyer with a strong human rights focus, and member of the Diversity Council of Australia.

Fact file

- ▶ A 2011 survey of almost 18,000 Australian professionals indicated low levels of confidence in managing mental health issues in the workplace¹
- ▶ Organisations that implement health and wellbeing strategies can reduce their employees' health risk factors by up to 56%²
- ▶ Workplace health programs can reduce sick leave by up to 30% and increase productivity by up to 52%³
- ▶ 'Preventable job stress' costs Australian businesses \$730M a year, factoring in lost productive time, employee replacement costs, government-subsidised mental health services and medications for depression⁴
- ▶ Depression costs businesses an average of **\$8000 per employee per year** – and this is based only on diagnosed cases⁴
- ▶ The healthiest Australian employees are roughly 3 times more productive than their unhealthy colleagues⁵

1. Beaton Consulting & beyondblue. Annual Business & Professions Study (2011).

2. Wesley Corporate Health (2006). The Future @ Work Health Report: Employees & Their Workplace.

3. Dishman RK, et al (1998). Worksite physical activity interventions: American Journal of Preventative Medicine, 15:344-61.

4. LaMontagne T, et al (2010). University of Melbourne and VicHealth. Estimating the Economic Benefits of Eliminating Job Strain as a Risk Factor for Depression.

5. Medibank Private (2005). The Health of Australia's Workforce.