



En Masse Mental Health Awareness Training Program

At En Masse we believe a healthy workplace 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.

That's why we have developed WorkThrive, a suite of dynamic mental health and resilience training programs that introduce proactive and preventative strategies for understanding, recognising and responding to mental health and wellbeing issues at work.

En Masse's mental health training is positively focused, interactive, practical and engaging. Our programs help improve productivity, build a positive team dynamic, educate and empower managers and staff and develop real workplace capabilities.

Sessions can be delivered in a 1 or 2 hour format as outlined below or En Masse can provide tailored interactive half day or full day workshops as required.

"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 102/9-11 Claremont Street
South Yarra VIC 3141
Australia
Tel +613 9827 1388
Email enquiries@enmasse.com.au
www.enmasse.com.au

LEVEL 1

Stress Buster – All Staff

1hr stress management seminar. This seminar will help participants to identify the causes of their stress and provide them with practical, effective tools to avoid, reduce and manage stress – both on and off the job.

From Surviving to Thriving – All Staff

1hr resilience seminar. This seminar will provide participants with information, tips and examples of how to improve resilience in oneself and others, including how to bounce back from adversity and enjoy our professional roles.

Managing Stress & Building Resilience – All Staff

1hr combined stress & resilience seminar. This dynamic seminar will provide helpful tips for dealing with stress, explore different coping styles and explore what it means to be resilient.

Striking the Balance – All Staff

1hr life / work balance seminar. Our Striking the Balance seminar will open the door for participants to pursue both personal and professional satisfaction. Topics such as goal management and time management will be covered.

Open Minds – All Staff

1 hr seminar exploring what the terms mental health and mental illness actually mean, how our circumstances, work practices and lifestyle impact and how mental health problems like anxiety and depression affect people at work. This includes a check list of the important markers of mental health and practical strategies for getting back on track and seeking help.

Supportive Teams & Looking After One Another – All Staff

1 hr seminar explores the ways we can assist our colleagues or team members who are struggling with common life issues such as depression, anxiety, family issues, grief, and stress related problems. It looks at recognising the signs that someone needs support, starting a discussion, confidentiality, drawing sensible boundaries and ensuring our work relationships sustainable. This session is equally suitable for Managers and staff.

Maintaining Good Mental Health in High Performance Cultures - All Staff

1 hr seminar on the common stressors associated with high demand professions, stress, tight deadlines and long hours, and how to manage these challenges while still meeting expectations. Session includes advice on relaxation outlets to suit the individual and prevention of depression, anxiety and substance abuse.

Managing Client Expectations - All Staff

1 hr seminar that assists participants to understand what motivates clients, build client loyalty through active needs analysis, the importance of setting short, medium and longer term timeframes for delivery, setting expectations and managing disappointments and set backs.

Managing Conflict with Colleagues - All Staff / Managers

1 hr workshop on the function of conflict at work and guidance on how to avoid conflict where appropriate and manage it where necessary. Includes options for people so they can choose their preferred style and some broad principles to ensure people can work through problems without harming working relationships.

Giving and Receiving Feedback in Healthy Ways – All Staff / Managers

1 hr seminar on the best ways of providing useful respectful feedback to others, including how to ask people to change their behaviours or attitude. The session also includes how to genuinely accept constructive or critical feedback and apply it at work, and how to engage in discussion if there is disagreement or clarification required.

Healthy Conversations at Work – All Staff / Managers

1 hr seminar on the range of communication strategies and styles we need to apply in the workplace. Sheds light on how our communication style reflects our professional personas and how best to make positive shifts to ensure conversations are more honest and productive in the workplace.

Assertiveness Training for Professional Environments- All Staff / Managers

1 hr seminar on applying the principles of assertive communication in the professional sphere. Includes an introduction to using assertive language and covers differentiating between assertive, aggressive, passive and passive aggressive behaviours and managing your communication with people who may behave passively or aggressively.

Understanding and Managing Perfectionism - All Staff / Managers

1 hr seminar on what it means to be a perfectionist and how to manage people in your team who may work in this way. Activities include ways of defusing from perfectionism and achieving a much more helpful style called Optimatism.

Using culture and values for positive mental health outcomes at work - All Staff / Managers

1 hr seminar that reconnects people with their core values, personal reasons for working and goals in life. This is then used as a framework for exploring the specific organisation's values and how they can enact these through their everyday work. Positive mental health outcomes are a focus, along with challenging workplace scenarios.

Juggling Skills for Parents – All Staff

This session is for busy parents who feel like they are juggling challenging work roles and raising children. It can certainly be done ,but some approaches are more successful and less stressful than others. The session looks at the things that really matter in raising healthy happy kids, what to let go, recruiting extra support, ensuring you remain optimistic and how to make your time with your kids really count.

LEVEL 2

The State of Play: Enabling Healthy Work Environments – Managers & HR Team

1 hr session that identifies workplace risks to mental health, provides recommendations for developing a management style that promotes mental health and provides tips to embed a sense of safety and wellness with staff including the importance of building connectedness at work.

Sexual Harassment & Bullying: Mental Health Perspectives – Managers & HR Team

2 hr session that outlines the ethical boundaries around harassment and bullying to assist people to identify when it is occurring and understand some of the key risk factors: mental health causes underpinning high risk behaviours, and risks to individuals and teams. The session explores why sexual harassment and bullying occurs in Australian workplaces, how to manage it and ways to build sexual equality and respect amongst colleagues.

Understanding the impact of disability at work – Managers & HR Team

2 hr session ideal for those leading or working in teams alongside people with disabilities. A factual and optimistic approach to focusing on diverse abilities and ways to bring out the best in people and build empathy for those who experience living with a disability.



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LEVEL 3

Open Minds: Understanding Mental Health Problems in Your Staff – Managers & HR Team

2 hour session covering the support your workplace can offer, exploring “reasonable adjustments” in the workplace, consideration of timelines and goals, supporting treatment regimes, managing behaviours (e.g. absence, lateness, social withdrawal); and garnering collegial support.

Walking the Line: Performance Management Where Mental Health Issues May be Present – Managers & HR Team

One 3 hr session or two 90 minute sessions. Includes clarifying where the performance problem sits in relation to the role, separating the person from the behaviour for easier communication, developing a collaborative plan and a step-by-step approach to following a fair and respectful process while still meeting your obligations to the organisation.

From the Sidelines: Supporting Staff with Mental Illness to Remain at Work – Managers & HR Team

2 hour session covering the support your workplace can offer, exploring “reasonable adjustments” in the workplace, consideration of timelines and goals, supporting treatment regimes, managing behaviours (e.g. absence, lateness, social withdrawal); and garnering collegial support.

Return to Work – Managers & HR Team

One 3 hr session or two 90 minute sessions. Outlines the process of resettling at work after a physical or mental health issue. This session provides advice for both the staff member returning and their managers, as well as broader strategies for all staff to optimise the experience.

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LEVEL 4

ACT NOW – Specialist Training for HR Managers and OH&S staff

(Includes access to optional 20 minute on-line module to complete beforehand for those who have not attended our introductory sessions and have little knowledge of mental health).

One 3hr or two 90 minute sessions that deal with managing mental health crises at work (depressive episodes, breakdowns, panic attacks) and extreme emotional responses (e.g when someone receives terrible news at work). This session explains acute mental illness responses and how we can best deal with them until help arrives in the form of an ambulance, the CAT team or the person’s family member. It covers managing psychotic episodes, trauma and grief responses and keeping people safe. It concludes with information about looking after yourself post incident.



MENTAL HEALTH AWARENESS TRAINING – PRICING

One hour session	\$1,500
Two hour session	\$1,800
Half day session (3 hours – 4.5 hours)	\$2,800
Full day session	\$4,000

Customised programs may attract additional fees.

*Prices exclude GST

For further information, please email enquiries@enmasse.com.au or call +61 (0) 39827 1388