Mental Resilience Workshops x 3 (Staff, Managers and the Board)

Workshop 1 – Front line staff
Aim: Workshop which will focus on the key steps to building mental resilience.

Learning Objectives
• To explain the concept of “mental resilience” and it’s importance and benefits
• To understand the wider picture
• Outline the individual’s responsibility for building personal resilience and present participants with practical tips and solutions
• Highlight the part individuals play in helping to build a mentally resilient workplace/team

Outcomes
• Raise employee awareness of the importance placed on mental resilience by their employers
• Increase participants’ awareness of mental resilience and the importance of looking after their mental wellbeing
• Offer practical measures and tips which will help individuals build resilience
• Assist individuals in being able to carry out a personal mental resilience audit

Proposed Content
• What do we mean by mental resilience?
• Why is it important for me to build my resilience?
• Exercise – building the ideal work environment
• How mentally resilient am I?
• The building blocks for individual mental resilience
• Individual action planning
• Where to from here?

Delivery Methods
• PowerPoint Presentations interspersed with relevant DVD clips
• Quiz format exercise
• Examples of how mental resilience makes a difference
• Use of resilience identification tools

Workshop 2 – Managers
Aim: Workshop which will focus on the key steps to building mental resilience, the importance of good mental health at work and how managers can help staff to develop their own resilience.

Learning Objectives
• To increase managers awareness of how a lack of a mental resilience in a team can affects the business
• To raise awareness of the importance of mental resilience to outcomes
• To equip managers with the skills to identify and respond effectively to challenges to mental resilience in their teams and within themselves
• To assist managers to be aware of the importance of their role in creating an environment in which the team can acquire increased mental resilience
Outcomes

- An understanding of how they can contribute to building mental resilience in the team
- An understanding of management models to promote mental resilience
- Skills in identifying challenges to mental resilience
- Skills in building a profile of stress hotspots within the team/organisation
- Knowledge of the legal responsibilities with regards to protecting the workforce from experiencing undue stress

Content

- Links between mentally resilient teams and positive business outcomes
- Helpful and less than helpful management styles in building a mentally resilient team
- Identification of stress hotspot
- Responding to challenges – creative solutions
- Importance of supervision
- Management model to promote mental resilience
- The legal context
- Action planning

Delivery Methods

- PowerPoint presentations
- Case examples of good practice
- Groupwork action planning

Workshop 3 – The Board

Aim: Session outlining the business case and importance of ensuring good mental health and resilience for staff.

Learning Objectives

- To create an awareness of the impact of poor mental resilience on staff productivity
- Set out the economic case for building mental resilience
- To have a clear idea of what a mentally resilient workforce looks like

Outcomes

- The organisation will see the benefits of putting in place structures to encourage a mentally resilient workforce
- Be aware of the importance of organisational “buy-in” to the process of building a mentally resilient work environment
- Have a clear idea of what the advantages of building a mentally resilient workforce are

Proposed Content

- The dimensions of mental wellbeing and the links to mental health
- The economic case for mental resilience
- The process for building mental resilience in the organisation
- Ownership
- What needs to be in place to ensure meaningful benefits to staff and the organisation – checklist
- Making it happen – the impact of building mental resilience – an example from practice

Delivery Methods
• PowerPoint presentation interspersed with relevant DVD clips