

Healthy Minds @ Work Training Program



Are managers and supervisors equipped with the skills to effectively manage difficult conversations to foster a psychologically healthy workplace?

The changing nature of employment in Australia, along with increasing psychosocial pressures, and the increasing incidence of mental health illness in the community can lead to poor emotional health and mental health being present in our workplaces.

Poor mental health costs Australian businesses \$10.9 billion every year in absenteeism, reduced productivity in the workplace and compensation claims. (PwC, 2014)

Poorly managed conversations in the workplace can have the ability to exacerbate a person's emotional or mental state. Conversely, well managed and supportive conversations can have the ability to assist and individual in seeking support, and can provide individuals who are experiencing difficulties with a sense of direction, meaning, place and purpose.

Aon is proud to be able to facilitate the Healthy Minds @ Work Training Program. This short, practical course assists people by increasing awareness, educating on what good mental health support and conversations are, providing strategies on how to effectively manage a difficult conversation, how to deescalate an aggressive person, as well as how to engage both internal and external supports in the process.

The course provides people with the soft skills and confidence to engage in a difficult conversation, and ultimately assists in creating psychologically healthy workplaces.

What does the course cover?

Aon's Healthy Minds @ Work training package teaches front line managers:

- How to identify early warning signs of common mental health illnesses
- How to offer and provide initial help and support
- How to manage a difficult conversation
- Steps to take in deescalating an aggressive person.

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Who should attend?

This course is relevant to people from many different roles, managerial levels, company sizes and industries. The course is especially beneficial for those in:

- Human Resources or Work Health and Safety
- Managerial roles with direct reports
- People whose workplace is currently affected by mental health issues
- People whose workplace is currently undergoing significant change (i.e. EBA negotiations, redundancies)

Why Aon?

Our facilitators have a background in work health and safety, worker's compensation and injury management; in addition to being are accredited Mental Health First Aid (MHFA) instructors. They understand how to practically apply strategies within companies to manage mental health issues, and to mitigate risk.

Cost & Duration

Duration: 3 hours

Cost: \$1,900 + GST per session

Includes:

- Delivery of training package
- Resources and guidelines
- The above fees do not include any travel associated expenses. All travel outside metropolitan Sydney will be charged on a cost recovery basis.
- Between 10 and 15 participants per group. Maximum of 20 participants per session.