



## Workshops and Presentations

### **"COMPLEX ISSUES. CLEAR SOLUTIONS." MANAGEMENT WORKSHOP**

This award-winning workshop enables management to more effectively:

- Discuss sensitive or contentious issues with employees
- Resolve conflicts more effectively
- Separate performance issues from mental health issues
- Create accommodation strategies that work
- Avoid discrimination and human rights violations

At your site or ours, your management team will learn and apply effective techniques through open group discussions and exercises. Video clips illustrate the challenges faced by managers and provide common discussion points. Through the video, workshop participants will hear from real employees who have experienced mental illness in the workplace. The Mental Health Works Participant's Guide will be given to managers as a complement to the course. This invaluable reference tool will allow managers to identify challenges, clarify procedures and develop accommodations that work.

- Only trainers certified by CMHA, Ontario deliver this workshop
- Certified trainers are located in Ontario, British Columbia, and the Maritimes to deliver Mental Health Works workshops
- Training can also be arranged at our site or yours for organizations with fewer than 12 participants or for up to 16 participants in total.
- Cost: \$210 per participant (including materials and resources, but not including expenses), for a minimum of 12 participants for our full-day workshop.
- If you prefer, you can choose a series of 3 3-hour sessions at a cost of \$350 per participant (plus expenses) for all three workshops with a minimum of 12 participants. This will provide you with all of the materials covered under the full-day workshop. We recommend that all three sessions be scheduled within one month of each other to ensure continuity of learning.
- Note that we also present this workshop to individuals as part of a public offering of the session. Contact MHW to find out more.

## OTHER PRESENTATIONS & WORKSHOPS

Learn about the issues around mental health in the workplace with these one- to four-hour presentations. Schedule one of the following eight presentations for your next training session, conference, retreat, association, staff, or union meeting, lunch & learn, or power breakfast. All presentations can be customized for your situation and guest speakers who live and work with mental health issues can often be added to expand the experience. Select from the following presentations:

### 1. Awareness of Workplace Mental Health

This 1-2 hour presentation is intended for employees and general audiences. It uses video and stories to help build awareness of what it is like to experience conditions like depression or anxiety at work. ***The objectives are to reduce discomfort in talking about these issues, reduce fear when faced with a co-worker who is ill, and increase our ability to respond in a supportive manner.*** This presentation has been shown at workplaces across the country and to conference and meeting goes everywhere. It has always been enthusiastically received as 'thought-provoking', 'fascinating', and 'engaging'. Cost is \$800 plus expenses for any size audience.

### 2. Issues and Solutions

This dynamic 1.5-2 hour presentation is for those that want an overview of the Mental Health Works approach. We discuss our philosophy, our strategy and provide some level of awareness and recognition of mental health issues in the workplace. This fascinating look at the issues and solutions is provocative and engaging. ***We share our stories about challenging, but successful cases that will change the way you think about these issues forever.*** It is suitable for a wide range of audiences and has been delivered in boardrooms and auditoriums to groups ranging from 4 to 200. It was originally developed for high-level executives who want to know what Mental Health Works is all about. Cost is \$1500 plus expenses for any size audience.

These multimedia presentations range from one-hour information sessions up to four hours as an interactive session with exercises and group discussion. Each presentation includes video clips of real people who live with mental illness, describing their symptoms and the effects of mental illness on the workplace.



### 3. Assisting Workers with Mental Health Issues

This 3-hour workshop is intended for union representatives and stewards. It is a unique look at the role of the union in helping members through workplace conflict, accommodation, and disability issues. It helps increase recognition of the early signs of mental health problems, considers how to effectively encourage members to seek help, and discusses workplace hazards that may contribute to mental health problems. ***If your union members rely on you as an advocate and confidante in times of needs, this workshop can help you to reduce your own discomfort or uncertainty in fulfilling this very important role.*** Cost is \$1500 plus expenses for any size audience.

### 4. Human Resources: Return-to-Work Strategies

This 3-4 hour workshop is for human resources personnel who become involved in the return-to-work or performance management of people with mental health issues. ***We use case studies to engage participants in considering approaches to the most difficult situations including behavioural issues, fear of violence, perception of “faking it”, and the hostility of co-workers or supervisors towards the individual.*** We look at this honestly and candidly to assist you in your role of helping people remain productive at work. Cost is \$1500 plus expenses for audiences of 50 or less.

### 5. Affecting Workplace Mental Health

This 3-hour workshop looks at systemic and organizational factors that affect the mental health of workers. It asks participants to consider the factors that research show have a protective or negative impact and to create action plans for those items that affect their own unique workplace situation. ***This workshop is intended for those who have the power to influence or change workplace processes and wish to do so in a way that will positively affect the mental health of workers.*** Cost is \$1500 plus expenses for audiences of 50 or less.

## 6. Workplace Influence

Workplace Influence is a 1-2 hour presentation intended for all employees. It engages the audience in considering how our responses to workplace challenges and stressors can affect our well-being and the well-being of those around us. The information presented is based on research into the factors that influence our mental health at work. We ask the participants to consider ways in which they can positively influence both their own mental health and that of their co-workers. ***The objective is for employees to be more aware of how to take control of their own responses at work, how to reduce stress from things outside their control, and how to help co-workers who seem to be losing control.*** Cost is \$1000 plus expenses for any size audience.

## 7. Occupational Health Strategies: Return-to-Work after Mental Illness

This 3-4 hour workshop looks at the role of occupational health professionals in facilitating a successful return to work for people who have experienced mental illness. ***We address working with physician notes that are unclear, supervisors who do not 'believe' this person 'deserves' an accommodation, management who thinks you should not send people back to work until you 'fix' them and employees who do not seem able to access effective treatment.*** If this sounds familiar, you will enjoy the case studies presented and especially the practical strategies that you can use to overcome some of these challenges. Cost is \$1500 plus expenses for audiences of 50 or less.

## 8. Managing the Return-to-Work

This 3-4 hour presentation is for managers/supervisors who already have a good working knowledge of mental health and communication skills. ***This can include people who have attended previous Mental Health Workshops and want to get more 'hands on' in how they juggle the competing interests of the returning employee, co-workers, organizational demands and their own time management, especially when the return-to-work involves a history of workplace conflict, performance issues, or behavioural problems.*** This workshop is especially relevant for those managers who do not have an occupational health or human resources department to handle this for them. Cost is \$200 per participant plus expenses with a minimum of 12.

**mental health**  
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