

The Virtual Wellbeing Academy



Mental Wellbeing

Take a proactive approach to workplace mental health

Mental wellbeing is on the decline, and as the shockwave of Covid-19 continues to be felt, this trend is increasing. According to The Centre for Mental Health, up to 10 million people (almost 20% of the population) in the UK will need either new or additional mental health support as a direct consequence of the crisis.

The risks are clear. The cost of poor mental health, even before the pandemic, had rocketed to **£45 billion** a year for UK employers (Deloitte), and the human cost is equally significant.

To meet these challenges, we take a two-pronged approach to proactively support employee mental health:

- Give managers and leaders the knowledge and skill to drive a supportive culture
- Educate and empower employees to manage and protect their mental health

All our programmes draw from the latest research and are packed full of practical tools that can be put into practice straightaway:

- Managing Mental Wellbeing – for people leaders
- Mental Health Awareness – for all
- Workplace Mental Health First Aid accredited course
- Mental Health First Aid Network Sessions
- Coaching Mental Wellbeing

Delivery options (see outlines for relevance):

Virtual Classroom	Webinar Events
For up to 20 delegates	For up to 100 delegates
<ul style="list-style-type: none"> • Individual workbooks • Time to share ideas as a group • Breakout rooms (for longer sessions) • Feedback on key learnings • Interactive elements e.g. online polls 	<ul style="list-style-type: none"> • Live facilitated delivery • Individual workbooks • Interactive elements e.g. online polls • Live Q&A sessions

Managing Mental Wellbeing

Lead a supportive mental wellbeing culture

Duration:	2 modules of 90 mins
Delivery:	Virtual classroom (5 - 20 people) Live webinars (up to 100 people)
Suitable for:	People leaders



Course Overview

Managing Mental Wellbeing is designed to support managers to lead and enable greater mental wellbeing in their team. As well as building awareness of what we mean by mental wellbeing, it will help managers understand the protective and risk factors behind mental wellbeing and consider how they can respond professionally and supportively.

We start by developing a greater understanding of mental health, and go on to explore mental health scenarios to put this learning into action. Managers will leave empowered to role model best practice, confidently lead positive conversations about mental health and create a supportive climate.

*Managing Mental Wellbeing is **fully tailorable** to meet the specific needs of your organisation.*

Course Outcomes

Module 1

- Deepen your understanding of mental health
- Understand some common mental health conditions
- Learn about the risk factors that undermine mental wellbeing
- Build awareness of protective factors that support mental wellbeing
- Identify proactive steps to support your own wellbeing

Module 2

- Understand the link between pressure and performance
- Foster best practice wellbeing conversations
- Establish a team charter to support mental wellbeing

Mental Health Awareness

A proactive approach to mental wellbeing

Duration:	2 modules of 60 mins
Delivery:	Virtual classroom (5 - 20 people) Live webinars (up to 100 people)
Suitable for:	All employees



Course Overview

Mental Health Awareness develops a great understanding of mental wellbeing and highlights the early warning signs and symptoms of a dip in mental wellbeing. We explore the simple things that can be done every day to proactively support ourselves and colleagues and minimise the risk of a mental health episode. Supported by internal mental wellbeing resources and a toolkit of practical tips and techniques, delegates will gain greater confidence in their ability to build and maintain their mental wellbeing.

*Mental Health Awareness is **fully tailorable** to meet the specific needs of your organisation.*

Course Outcomes

- Explore what mental wellbeing means to you
- Recognise the early signs of unhealthy stress
- Understand the stress response and the neuroscience of fight, flight, freeze
- Build awareness of the first symptoms of a dip in wellbeing
- Learn how to proactively manage pressure and maintain mental wellbeing
- Apply effective tools, techniques and rituals to offset symptoms of unhealthy stress
- Access signposted mental wellbeing resources

Coaching Mental Wellbeing

A solution-focused approach to mental wellbeing

Duration:	90 mins
Delivery:	Virtual classroom (5 - 20 people)
Suitable for:	HR, Occupational Health, Wellbeing Champions



Course Overview

HR, Occupational Health and Wellbeing Champions play an essential role in fostering a climate of positive mental wellbeing within their organisation. Coaching Mental Wellbeing gives them with the knowledge and skills to bridge the gap between individuals and their managers and offer an alternative contact point to support mental wellbeing.

As well as building understanding of mental wellbeing, we focus on how to use solution-based questioning to coach and support individuals to make positive wellbeing choices or access timely and appropriate professional help and support should they need it.

*Coaching Mental Wellbeing is **fully tailorable** to meet the specific needs of your organisation.*

Course Outcomes

- Deepen understanding of mental wellbeing
- Understand the relationship between pressure, stress and performance
- Recognise the signs, symptoms and triggers of unhealthy stress
- Share tools and techniques to support and improve mental wellbeing
- Lead confident coaching conversations to support wellbeing
- Create and nurture a climate of wellbeing in your organisation
- Sign-post simple, straight-forward support

Mental Health First Aiders - Workplace MHFA

MHFA Accredited

- Duration:** 4 live sessions of up to 2hr 20
4 self-learning sessions of up to 2hr
- Delivery:** Virtual classroom (8 - 16 people) + MHFA platform
- Suitable for:** All employees



Course Overview

Mental Health First Aiders play a vital role in supporting the mental wellbeing of an organisation. For those who are looking to increase their awareness and understanding around mental health and build their confidence to offer valuable support, this course offers a robust, recognised qualification. We explore how to:

- Build an in-depth understanding of mental health and the factors that can affect wellbeing
- Reduce stigma and discrimination around mental health
- Offer timely support to prevent mental health problems developing into a more serious condition
- Offer support to preserve life where an individual may be of danger to themselves or others
- Provide comfort to colleagues who may be experiencing mental ill health
- Promote recovery and maintenance of good mental health
- Build a mentally healthy workplace

Course Outcomes

- An in-depth understanding of mental health and factors that affect wellbeing
- Practical skills to spot the signs of mental health issues
- Confidence to step in, reassure and support a person in distress
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help someone recover their health by guiding them to further support - self-help resources, through their employer, the NHS, or a mix

Course Takeaways

- A certificate of attendance to say you are a Mental Health First Aider
- A manual to refer to whenever you need it
- A quick reference card for the Mental Health First Aid action plan
- A workbook including a helpful toolkit to support your own mental health

Mental Health First Aider Network Session

Duration: 2 sessions of 60 mins
Delivery: Virtual classroom (5 - 15 people)
Suitable for: MHFA trained employees



Course Overview

Mental Health First Aiders play a pivotal role in creating a supportive mental wellbeing culture. But the role can be time consuming and emotionally demanding and, to avoid undue strain, they need support. MHFA Network give Mental Health First Aiders the opportunity to share and build confidence in their role in a safe and supportive environment.

We will explore real-life experiences and look at how to bring key tools and techniques into action. It is a chance to reflect, share and learn together. Your Mental Health First Aiders will leave feeling more confident, engaged and ready to continue leading a culture of wellbeing in your organisation.

*MHFA Network Sessions are **fully tailorable** to meet the specific challenges and needs of your team.*

Course Outcomes

- Assess what's working well and what additional support is needed
- Identify trends within the organisation
- Recognise positive impact made on both individuals and the organisation
- Share experiences and challenges and offer tips and guidance
- Identify barriers to people accessing help
- Explore how internal and external resources are being signposted
- Address questions and concerns about applying the MHFA action plan
- Explore steps made to create a positive mental wellbeing culture
- Build confidence in holding supportive coaching conversations
- Brainstorm tips and 'best practice' for ongoing self-care
- Identify development opportunities and next steps
- Signpost additional support and resources available