

Mental Health Training

For Leaders and Line Managers



LIVE

CHAMPION
HEALTH

Your host



Co-founder & CEO | Champion Health

Harry Bliss

Inspirational Mental Health Story Winner at *The Mental Health and Wellbeing Awards*, Harry founded Champion Health with the mission to make wellbeing inclusive, accessible and engaging.



Connect with Harry on LinkedIn



My **why**

Mental Health Training for Leaders

In this session, you'll learn how to:

- ✓ Build and maintain a culture of positive mental health at work
- ✓ Improve and maintain your mental wellbeing as a leader
- ✓ Support struggling colleagues

Inspired by research from



UNIVERSITY OF
CAMBRIDGE



THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE



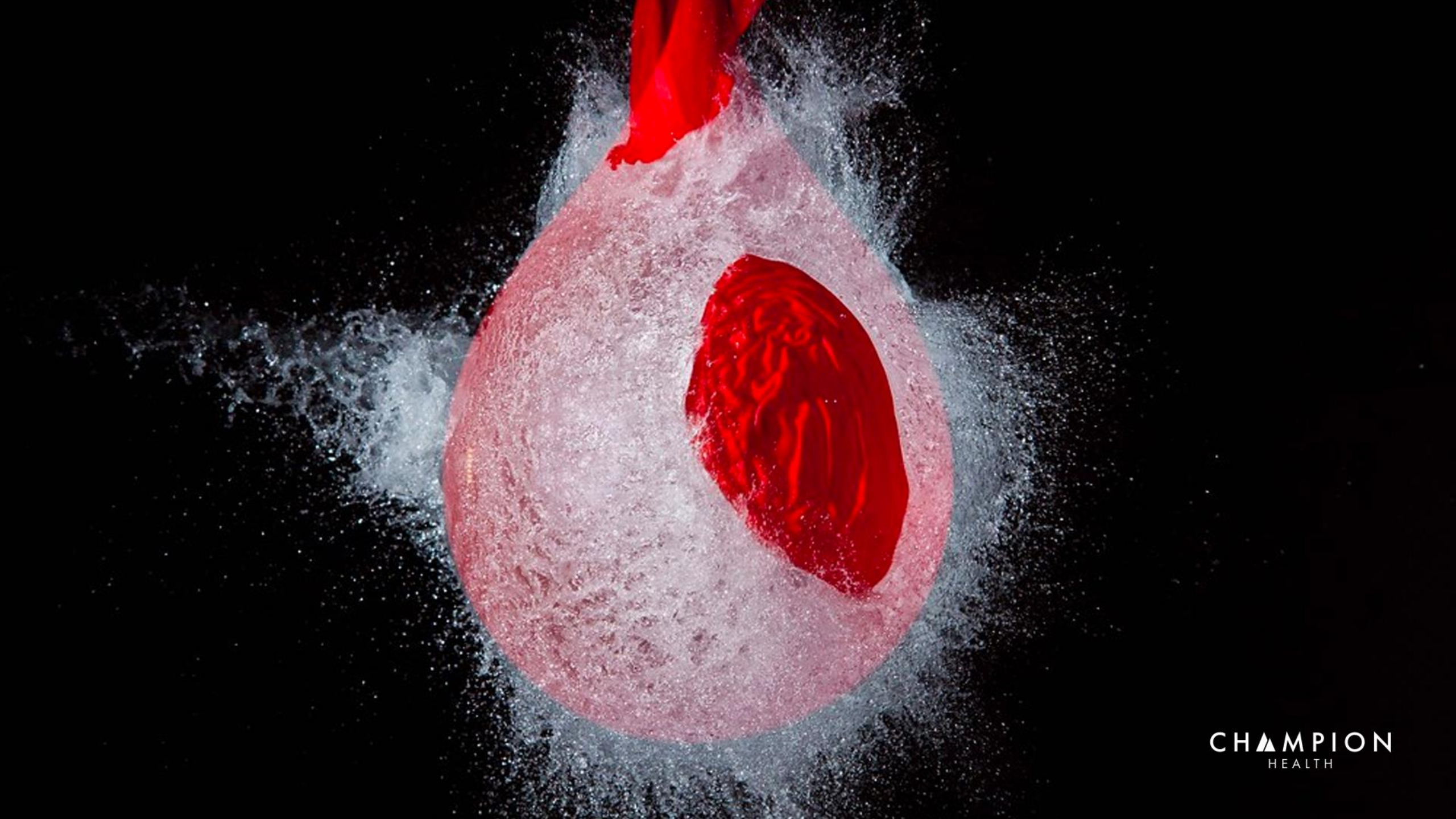
UNIVERSITY OF
OXFORD

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1.

Build and maintain a culture
of **positive mental health** at work



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Two pencils are positioned diagonally across the frame. One pencil is in the upper left, pointing towards the top right. The other pencil is in the lower left, pointing towards the bottom right. They are set against a dark grey background with a subtle diagonal line.

Culture  **Wellbeing**

A bi-directional relationship

Being a leader is hard. It's also a privilege.

- > You have to make tough decisions
- > You're a role model
- > You're supporting those around you





Your best teacher probably...

- ✓ Met your needs and requirements
- ✓ Understood your challenges
- ✓ Made things fun / used humour
- ✓ Knew the boundaries
- ✓ Were consistent in what they said
- ✓ Were non-judgemental
- ✓ Gave you 'freedom to express yourself'

- 
- ✓ Everything we have mentioned previously, is encompassed in psychological safety.

Psychological Safety

[sahy-kuh-loj-i-kuhl seyf-tee]

The belief that you won't be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.



Be the leader that your teacher was.

Everything you've noted down is your own contract to being the best leader possible.

The background features two large, overlapping particle trails that originate from the left and right edges and curve towards the center. These trails are composed of numerous small, bright blue and pink particles, creating a sense of motion and energy against the dark background.

2.

What else do the best leaders possess
in optimal cultures?

The nine most important factors according to the research



1. Understanding human psychology

The best leaders understand this, how people tick, what gets people out of bed in the morning, what fires them up?

A semi-transparent image of C-3PO and R2-D2 from Star Wars. C-3PO is on the left, standing and looking towards the right. R2-D2 is on the right, smaller and looking towards the camera. They are in a desert-like environment with a horizon line. The image is overlaid with a dark, semi-transparent filter.

2.
Humans aren't robots.
We are all individual.



3. No-one starts in the same place.

The quicker I understood this, the quicker I became a better leader



4. Consistency is paramount when it comes to culture

- > What you say is what you do
- > What you do is what you say

A grayscale photograph of a person's head and shoulders in profile, facing left. They are speaking into a professional microphone that is mounted on a stand and has a circular pop filter in front of it. The background is a plain, light color. The entire image is overlaid with a semi-transparent dark gray filter.

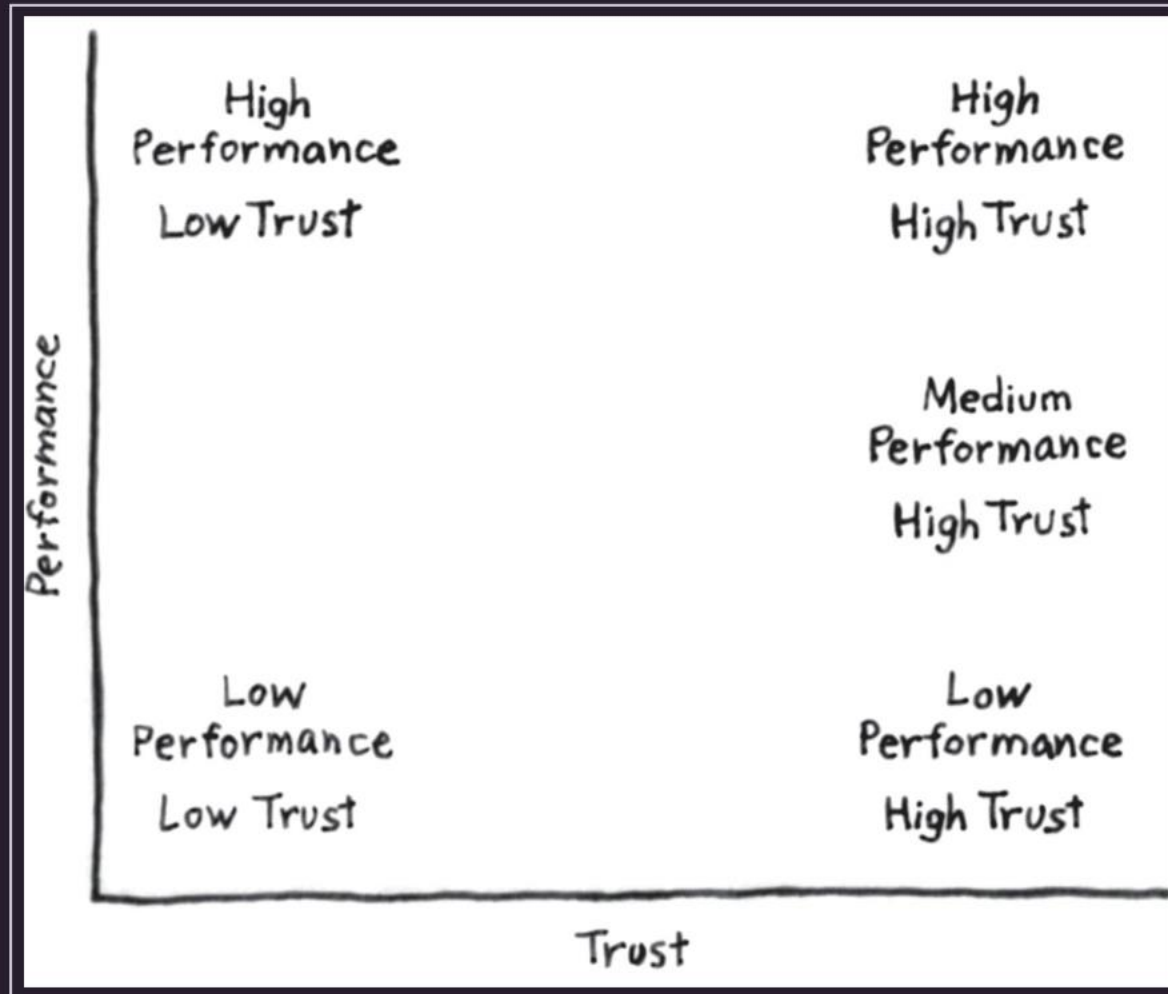
5. Clarity of communication is key

- > Even if people disagree with an outcome, if you can justify why, they will respect you.

6.
A little laughter **decreases stress**
and improves productivity

Forbes





7. The power of trust

Source: Simon Sinek



8.

**Listen intently.
And you rarely have to think.**

9.

Recognise that your culture is only as good as the **most disengaged person.**

Work hard on getting the most disengaged person believing in you.



All of this will have an influence on **mental health**.
So, let's now talk about...

3.

Mental health in the workplace

Mental health lies on a continuum

Crisis

Suicidal thoughts
Self-harm
Self-loathing
Exhaustion
Severe Anxiety

Struggling

Low self-esteem
Tired
Anxious
Low mood
Trouble sleeping

Content

Feeling good
Moderate energy
Socially active
Calm
Normal sleep

Thriving

High motivation
Ability to relax
Fulfilling potential
Solution focused
Able to cope with change

Workplace mental health: **We're human.**

We'll bring anxieties into work that have
been caused externally.

Your role in supporting mental health

What **is** your role?

To support, to signpost and to listen.

What **isn't** your role?

To diagnose, to treat, to be a psychotherapist or GP.

A decorative trail of small, glowing particles in shades of pink, purple, and blue, starting from the top left and moving towards the center of the slide.

The mental health objective in every organisation?

Prevention and early intervention

The Warning Signs

Stress

Irrational behaviour
Exhaustion
Heart palpitations
Low concentration
Irritability
Regularly making mistakes
Angry & frustrated
Social withdrawal

Anxiety

Tense
Nervous
Thoughts racing
Inability to concentrate
Trouble relaxing
Poor sleep
High heart rate
Panic attacks

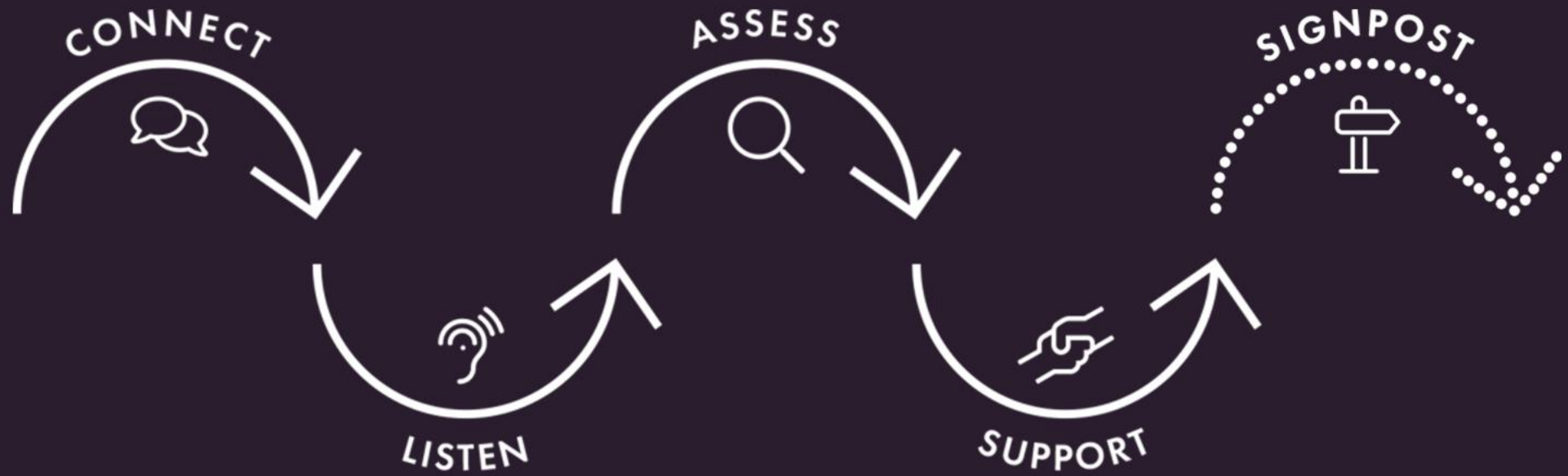
Depression

Low mood
Hopelessness
Inability concentrating
Guilt
Sadness
Isolation
Tearful
Poor sleep



The real warning sign:

If something doesn't feel right, it often isn't.



The CLASS Approach

Source: Champion Health

Signposting resources



Non-Crisis

Your organisation's EAP
NHS Therapies (IAPT)
Your GP
Mind Website
Mental Health Foundation Website
Champion Health Global Signposting



Crisis

GP (out of hours if necessary)
999 or A&E
Samaritans (call: 116 123 or email: jo@samaritans.org)
Text SHOUT: 85258



4.

Supporting your own mental health
as a leader



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Supporting your own mental health



THE
CHAMPIONS
FRAMEWORK™

If you are struggling with your mental health



Look after
yourself



Talk



Visit a
professional

To end and summarise

- ✓ You play an important role in supporting mental health at work
- ✓ Culture is key and communication must be **consistent**
- ✓ Prevention and **early intervention** is key to mental health support at work
- ✓ Support your own **mental health** - you can't pour from an empty cup
- ✓ Be the **leader** your teacher was

Q&A



Who's curious to find out more?

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A black and white photograph of a man in a suit bowing on a stage. The scene is illuminated by several spotlights from above, creating a dramatic atmosphere. The man is positioned in the center-right of the frame, facing right and bowing forward. The background is dark, with the spotlights creating a hazy, atmospheric effect. The text "Thank you" is overlaid in the center of the image.

Thank you

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