



## Mental Health@Work Leadership Certificate Program

Nearly all working Canadians experience mental health issues that affects their ability to remain productive and focused on the job. Controlling the associated costs and risks is an important focus for every organization, but what about the human impact of mental health in the workplace?

People leaders play a pivotal role; employees who describe their relationships with their leaders as positive and supportive experience:

- Improved mental health (as well as health in general).
- Lower rates of absenteeism.
- Higher levels of engagement.
- Greater productivity.

**The Mental Health@Work Leadership Certificate Program is the first of its kind in Canada, developed in partnership with the Bell Canada Mental Health and Anti-stigma Research Chair and Faculty of Health Sciences at Queen's University.** The practical framework and leadership skills introduced in the program align with evidence-based and industry best practices, including the National Standard for Psychological Health and Safety in the Workplace. **Certification showcases organizational leadership and commitment to a mentally healthy workplace, through best practices and innovative solutions.**

Over the course of three modules, participants will explore the ever-expanding business case for mental health in the workplace. This includes an improved understanding of relevant legal, ethical and business concerns. This certification program also supports the development of empathetic and solution-focused leadership skills, which can be transferred to a variety of professional settings and situations.

Completion of the three-module certificate program will facilitate increased:

- Awareness of the importance of a mentally healthy workplace.
- Accountability for a safe and healthy workplace.
- Recognition of the factors that influence a mentally healthy workplace.
- Capacity to respond to potential health issues, improving the likelihood of a better outcome.

### **Audience**

People leaders in any industry, sector or occupation:

- Frontline leaders (supervisors, managers, team leads), responsible for managing employee performance.
- Leaders, human resource professionals and union representatives whose organizations are working towards improving mental health in the workplace, including adaption of the National Standard for Psychological Health and Safety in the Workplace.
- Those seeking professional certification for mental health in the workplace.
- Individuals seeking to improve their ability to recognize and respond effectively to mental health issues.

### **Module I: Introduction to a Mentally Healthy Workplace**

Introduction to Mental Health in the Workplace provides an overview of the topic from a health and business perspective, including: the importance of good mental health, understanding the leader's role and business case for promoting a mentally healthy workplace, an exploration of common mental health problems and observable warning signs, the impact of negative stereotypes and stigma, as well as strategies for supporting mental health and resiliency.

### **Module II: The Leader's Role in Early Intervention, Recovery and Return to Work**

This module drills down to take a more in-depth look at the leader's role and accountability for addressing behaviour and performance issues where mental health issues may be present. Leaders will be encouraged to develop practical skills, for addressing behaviour and performance issues, balancing the needs of the employee, team and business. The module will consider some of the legal, business and human considerations, such as accommodation, to help support performance during the recovery and return to work periods.

### **Module III: Promoting a Mentally Healthy Workplace**

Based on the National Standard for Psychological Health and Safety in the Workplace, this module provides leaders with foundational leadership practices to promote a mentally healthy workplace. Leaders will be encouraged to consider some of the factors, as well as their scope of influence over workplace behaviours, norms and practices that contribute to a mentally healthy workplace.

### **Certification**

Upon successful completion of Modules I, II and III, including examinations for each module, participants will receive a certificate from Queen's University in **Mental Health@Work Leadership.**

## Learning formats

Our blended program format combines the benefits of e-Learning with the rich and supportive environment found with Instructor-led workshops, as well as performance support tools.

Participants will have access to module coursework, readings, assessment tools and knowledge assessments online through our Learning Management System, which tracks successful completion of module coursework and examination results.

## Getting started

For more information, pricing and to book workplace training, email [workplacelearning@shepellfgi.com](mailto:workplacelearning@shepellfgi.com) or call 1.800.461.9722.

### Workplace Learning Solutions

Learning and development is an important driver of employee and organizational success. By enhancing your people leaders' and employees' knowledge and skill set, you're helping to improve the retention, engagement, and productivity of your workforce.

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