

# Bolton Clarke

## Innovative Safety Training Program & Mental Health Awareness Sessions for Leaders

### OBJECTIVES

These innovative sessions aimed to equip leaders with the skills and confidence to recognise potential signs of mental stress and how to best provide effective support through appropriate conversations and facilitating access to professional assistance.

Additionally, the sessions included training in self care strategies (encouraging managers to lead by example) and aimed to raise awareness of mental health in the workplace (to reduce stigma) and encourage courageous conversations and early intervention.



### IMPACT



111 managers attended the 90-minute information sessions



Willingness to discuss mental health strategies observed across organisation



204 staff interacted with the WeCARE program (in first 5 weeks)



20% increase in take-up of the Lifeworks total wellbeing app



EML Grant \$25,237 FY19 - FY20

### FEEDBACK

Enjoyed this.

Great information.

Loved the session – some good advice.

Very informative.

Sessions were a really valuable reminder of how to care for yourself and others.

Offered the opportunity for further discussions at all levels of the organisation regarding mental health.

Individuals were able to share experiences & how they have approached situations in their work and personal lives.

Resounding positive acknowledgement, with requests for expansion of the mindfulness sessions in particular.

### DELIVERABLES

A strong focus on employee mental health initiatives & raising awareness of proactive strategies to support staff wellbeing.



6 training sessions for managers - tailored to business streams



Additional session delivered to People & Culture team



Online WeCare program launched to all staff (LMS)



1 session recorded per business stream for future training



Launch coincided with RUOK? Day (10 September)



Shared learnings & application of key principles encouraged



Identified patterns of concerns (current environment)

Both manager and WeCare strategies complemented the separately funded 31 training sessions for employees.

### LOOKING AHEAD

Focus on resilience & productive coping strategies, particularly for managers & outbreak management teams.

