



4 WEEK PROGRAMME

MANAGING FOR BETTER MENTAL HEALTH

BY HOLISTIC TRAINING



THE HOLISTIC APPROACH

OUR PHILOSOPHY

Managing for Better Mental Health provides your leaders with practical tools and a deeper understanding of how to best support the mental health of their teams.

Historically, many of these training's have viewed mental health through a medical model. With the Mental Health First Aider course having it's roots firmly in psychiatry. This model often leads to diagnosing and pathologising an individual's behaviour, with no real practical plans for long-term solutions. For example:

"In my manual it says you are presenting with these symptoms, it means you have 'General Anxiety Disorder', it is suggested you ... (take this medication)."

The necessary and empowering alternative is to view mental health through a sociocultural model; a **holistic** and **empathetic perspective** which takes into consideration not only a person's presenting behaviours, but also the context of their working environment, current life experiences and own innate skills and personal strengths. For example:

"This sounds very difficult, I am pleased you have felt able to share this with me. We have a number of options available, let's look at how we can co-create an action plan that works best for your situation. How does that sound?"

Life experiences impact us all in different ways; the solution for these experiences (and our responses to them) are not always best met with a label and medication. **Our training empowers managers with the knowledge and skills to co-create proactive interventions with their teams.**

THE PROGRAMME

Programme Structure

The programme is delivered over 4 weeks, with each session being 3 hours long. By spacing out each session content is able to be digested, and the weekly activities can be implemented in real life situations. These activities will then be reflected upon during the following session, further consolidating the key objectives of the programme.

Programme Content

1. Information about mental health
2. An awareness of the stigma associated with poor mental wellbeing
3. How to identify early warning signs
4. The tools to have a conversation about mental wellbeing with a colleague and team member
5. Proactive strategies for prevention 'vs' Reactive routes for recovery
6. Case studies and action plans for potential challenging situations

1-1 Support

Participants will have access to an agreed number of 1-1 consultations during the course of their programme.

- ✓ **Further explore insights from the programme**
- ✓ **Support with current dynamics within the team**
- ✓ **Tackle anything impacting their mental health**



CLIENT TESTIMONIALS

"AS EVER, HT WERE AMAZING! HOLISTIC TRANSITIONING, MORE THAN ANY OTHER SERVICE THAT I'VE EVER COME ACROSS, MANAGES TO ENGAGE, EDUCATE AND GROUND ME EVERY TIME AND CAPTIVATE MY FULL ATTENTION. I CAN'T SPEAK HIGHLY ENOUGH OF THEIR SESSIONS! A FANTASTIC BLEND OF SERIOUS CONTENT AND THEORY BUT WITH PRACTICAL TAKEAWAYS, PLUS CARE AND LIGHT-HEARTEDNESS IN THE DELIVERY."

BETHANY THOMAS - ACCOUNT DIRECTOR



"THE SESSIONS ARE SO POWERFUL AND ENGAGING THAT IT WAS DECIDED INTERNALLY TO START ROLLING THESE OUT TO OUR EMPLOYEES AS PART OF OUR WELL-BEING STRATEGY. EVEN ADOPTING TO A REMOTE SET UP, THEY KEEP DELIVERING MORE AND MORE TOP OF THE LINE, FUN, INTUITIVE, DYNAMIC AND PRACTICAL SESSIONS. FEEDBACK HAS BEEN OUTSTANDING AND WE HAVE SEEN ENGAGEMENT INCREASE AN INCREDIBLE AMOUNT WHEN WE OFFER ONE OF HT'S SESSIONS."

JULIA KAMMANN - DIRECTOR OF PEOPLE & CULTURE



Get in touch to find out more:

EDUCATE - EMPOWER - EVOLVE

Providing you and your leaders with practical tools and a deeper understanding of how to best support the mental health of your people.



Visit our official website at www.holistic-training.co.uk or email tom@holistic-training.co.uk