



WORKPLACE MENTAL HEALTH FOR MANAGERS & LEADERS

TRAINING & CPD



**MENTAL HEALTH
IN BUSINESS**



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INTRODUCTION

At MHIB, we believe that leadership has the power to transform the way people experience work and that mentally healthy leadership is the cornerstone of thriving organisations.

The role of a manager or leader today extends far beyond performance targets and operational outcomes. Every decision, conversation and behaviour has the potential to shape a culture - one that either supports wellbeing and psychological safety, or one that allows stress and silence to take root.

When leaders understand mental health, prioritise human connection, and lead with empathy and clarity, they create the conditions where people feel safe, valued and able to perform at their best.

Our Workplace Mental Health for Managers & Leaders suite has been carefully developed to support leaders in building these skills and mindsets. It provides a clear, practical pathway from foundational awareness and confident conversations, to advanced strategies, reflective supervision and CPD. Each element is designed to empower managers to navigate the complexities of workplace mental health with confidence, compassion and professionalism.

We know that supporting others with their mental health can sometimes feel challenging, particularly in today's fast-paced and uncertain world. That's why our programmes don't just equip leaders to help others. They also help leaders take care of themselves. Sustainable leadership begins with self-awareness, healthy boundaries, and the courage to ask for support when it's needed.

Across every session, we combine lived experience, evidence-based learning and practical tools that can be applied immediately. These programmes will help you build a culture where mental health is understood, conversations are safe, and people can truly thrive.

Together, we can redefine what great leadership looks like - leadership that is human, inclusive, and grounded in care.



Claire Russell
Founder & CEO



WORKPLACE MENTAL HEALTH FOR MANAGERS & LEADERS - CORE TRAINING

THE ESSENTIALS PROGRAMME

TRAINING OVERVIEW

This two-part foundational programme gives managers and leaders the essential knowledge, awareness and confidence to support mental health in the workplace and to play their part in managing work-related stress and psychosocial risks. It translates organisational duties and HSE expectations into practical, day-to-day behaviours for line managers, helping them understand both “what to do” and “why it matters” from a legal, cultural and human perspective.

Combining evidence-based insight with practical application, the sessions explore what mental health really means, how work-related stress develops, and how this connects to psychosocial hazards such as workload, control, support, role clarity, relationships and change. Managers will learn how to spot early warning signs, how to start supportive conversations and how to escalate concerns appropriately, aligning their actions with your stress risk assessments and wider wellbeing strategy.

Participants will also explore psychological safety, stigma and the importance of role-modelling healthy boundaries and sustainable working practices.

The Essentials programme creates a common language and shared responsibility for wellbeing, equipping managers to lead with empathy while maintaining professionalism and performance – and to provide practical evidence of how the organisation is meeting its responsibilities around stress and psychosocial risk management.

WHO IS IT FOR?

This programme is ideal for:

- Managers and leaders who are new to people management and/or mental health training.
- Managers who hold day-to-day responsibility for teams and want to feel more confident in spotting and responding to mental health and stress-related issues.
- Organisations wanting a strong foundation of psychological safety and wellbeing across their leadership population, aligned with HSE guidance on stress and psychosocial risk.
- Leaders who need clarity on how their everyday actions contribute to the organisation’s overall approach – and accountability – for managing psychosocial risks and creating a mentally healthy workplace.

WORKPLACE MENTAL HEALTH FOR MANAGERS & LEADERS - CORE TRAINING

THE ESSENTIALS PROGRAMME

TRAINING OBJECTIVES

By the end of this programme, participants will be able to:

- Explain what “mental health” and “work-related stress” really mean, why they matter in the workplace, and how they link to the organisation’s duty of care.
- Recognise early signs that someone may be experiencing poor mental health or harmful levels of stress, and understand how these signs may show up in day-to-day work, behaviour and performance.
- Demonstrate confidence in starting and holding supportive mental-health and stress-related conversations using active listening, empathy and clear boundaries.
- Describe the line manager’s role and limits in relation to mental health, including confidentiality, record-keeping, escalation routes and signposting – and how this supports wider HSE-aligned stress risk management.
- Identify common psychosocial risk factors within their own teams (for example workload, conflicting demands, lack of role clarity or difficult relationships) and understand how to raise, address and feed these into stress risk assessments and action plans.
- Take practical steps to reduce foreseeable stress risks in their sphere of control, such as realistic workload planning, prioritisation, clarity of expectations, supportive one-to-ones and sensitive change communication.
- Reflect on their own wellbeing habits, set simple self-care boundaries and role-model healthy behaviours that reinforce a positive, psychologically safe team culture.

TRAINING DELIVERY

The Essentials programme consists of 2 x 2-hour sessions which can be delivered virtually or in person, for up to 24 delegates per session.

Sessions are interactive and practical, using real-world scenarios, reflection and skills practice to ensure managers leave with clear, realistic actions they can apply immediately within their teams.

WORKPLACE MENTAL HEALTH FOR MANAGERS & LEADERS - CORE TRAINING

ENHANCED SKILLS PROGRAMME

TRAINING OVERVIEW

This enhanced programme is designed for managers and leaders who already have a solid grounding in workplace mental health and want to deepen their confidence and skills in more complex, real-world situations. It is ideal for those who are frequently navigating the intersection of performance, behaviour, workload and wellbeing, and who need practical tools to handle these conversations safely and effectively.

Alongside this advanced skills focus, the programme strengthens managers' understanding of work-related stress and psychosocial risks, and how their day-to-day decisions link to your legal duty of care and the HSE's approach to stress risk management. It helps managers see clearly how their role supports your stress risk assessments, action plans and wider psychosocial risk framework, so they can contribute confidently rather than feeling unsure where the boundaries sit.

Building on the foundations covered in our Essentials programme, this workshop goes deeper into:

- Managing more complex and sensitive situations where mental health, performance and conduct issues overlap.
- Setting and maintaining healthy boundaries – for the individual, the team and the manager – while still showing empathy and support.
- Handling repeated or long-term absence, return-to-work conversations and reasonable adjustments in a way that is compassionate, consistent and aligned with policy.
- Navigating team dynamics, conflict and relational difficulties that may be impacting someone's mental health and wellbeing.
- Maintaining manager resilience and self-care when supporting others through challenging circumstances.

In addition, the Enhanced programme explicitly translates HSE's Stress Management Standards into practical, team-level behaviours – helping managers recognise and respond to issues around workload, control, support, relationships, role clarity and change in line with best practice. It explores how psychosocial hazards show up in everyday work (for example conflicting priorities, unclear expectations or poorly managed change), and what managers can realistically do within their sphere of control to reduce foreseeable stress risks.

WORKPLACE MENTAL HEALTH FOR MANAGERS & LEADERS - CORE TRAINING

ENHANCED SKILLS PROGRAMME

WHO IS IT FOR?

This full-day workshop is designed for:

- Managers and leaders who have already completed foundational mental health training and are ready to move to the next level.
- People leaders who regularly handle complex or sensitive people issues and want additional tools, language and confidence.
- Functions or teams operating in higher-pressure or higher-risk environments, where psychosocial hazards and stress levels may be elevated.
- Organisations wanting to deepen capability and ensure that managers' day-to-day practice is aligned with both their wellbeing strategy and strengthened expectations around psychosocial risk and HSE stress risk management.

TRAINING OBJECTIVES

By the end of this workshop, participants will be able to:

- Approach complex conversations about mental health, performance and behaviour with greater confidence, clarity and compassion.
- Set and communicate clear boundaries around their role, confidentiality and escalation, so that they can support colleagues without taking on responsibility that sits elsewhere.
- Plan and hold sensitive discussions about absence, return to work and adjustments, using a structured, person-centred and legally aware approach.
- Identify when team dynamics, workload or working arrangements may be contributing to poor mental health, and take appropriate action to address these factors.
- Understand how their role fits into the organisation's approach to managing work-related stress and psychosocial risks, and how to evidence this in line with HSE stress risk management guidance.
- Confidently identify early "hot spots" or patterns of stress in their teams and feed insights into local or organisational stress risk assessments and action plans.
- Apply practical strategies to look after their own wellbeing and resilience while supporting others, role-modelling sustainable, psychologically safe leadership.

TRAINING DELIVERY

The Enhanced training is delivered as a deeper-dive, full day, interactive workshop and is available virtually or in person.

Sessions blend expert input, real-world case studies, skills practice and reflection, ensuring managers leave with concrete, realistic actions they can apply immediately in their teams. Follow-up clinics or group coaching can be added to support implementation, embed learning and provide ongoing space to work through live scenarios in a safe, facilitated environment.

WORKPLACE MENTAL HEALTH FOR MANAGERS & LEADERS - REFRESHER WORKSHOP

TRAINING OVERVIEW

This interactive refresher session is designed for managers and leaders who have previously completed the Essentials or Enhanced Skills programmes. The workshop revisits key concepts, updates participants on emerging trends in workplace mental health, and provides space to reflect on what has been working for them since their initial training.

Through new scenarios, guided discussion, and collaborative problem-solving, managers will refresh their confidence in supporting colleagues, reinforce best practice, and strengthen the psychologically safe culture they are building within their teams.

TRAINING OBJECTIVES

By the end of this workshop, participants will be able to:

- Revisit & reinforce the core principles of psychological safety and inclusive leadership.
- Reflect on experiences from the past year and identify areas of progress and challenge.
- Refresh their ability to recognise and respond to signs of poor mental health.
- Re-practise key conversation and listening skills to maintain confidence and competence.
- Update their understanding of stress, burnout, and emerging wellbeing trends.
- Re-commit to healthy boundaries, self-care, and proactive team wellbeing practices.
- Create a renewed action plan for embedding wellbeing into everyday management.

WHO IS IT FOR?

This refresher is designed for:

- Managers who completed either The Essentials or Enhanced Skills 12+ months ago.
- Teams wanting to maintain momentum and ensure mental-health support remains embedded in everyday management.
- Leaders who want updated guidance, new scenarios, and space to reflect on real challenges from the past year.
- Organisations aiming to keep wellbeing practices 'alive' rather than slipping back into old habits.
- Managers who need renewed confidence in conversations, boundaries, and early intervention.

TRAINING DELIVERY

Refresher training is 2 hours long and can be delivered virtually or in person with a maximum 24 delegates per session.

WORKPLACE MENTAL HEALTH FOR MANAGERS & LEADERS - SUPERVISION SESSIONS

SESSION OVERVIEW

Supporting the mental health of others can sometimes be complex and emotionally demanding. Our Supervision & Surgery Sessions give managers and leaders a confidential, expert-led space to reflect on challenges, share experiences, and seek guidance with live issues as they arise.

Facilitated by our experienced mental health specialists, these one-hour sessions offer both peer support and professional input, helping leaders to strengthen their confidence, uphold boundaries, and sustain a mentally healthy leadership approach.

Through open discussion, reflective exercises, and scenario-based learning, participants continue to develop the insight and resilience required to lead well - even in challenging circumstances.

SESSION OBJECTIVES

By taking part in our Supervision / Surgery Sessions, participants will:

- Receive live guidance, support and reflective supervision on real workplace scenarios.
- Deepen their understanding of boundaries, escalation, and best practice in mental health leadership.
- Build confidence in applying learning from previous training to complex or sensitive issues.
- Strengthen peer relationships and collective learning across management teams.
- Enhance personal wellbeing and resilience through reflective discussion and professional support.

WHO IS IT FOR?

- Managers and leaders who have completed The Essentials or Enhanced Skills training.
- Teams seeking ongoing development and reflective practice to embed wellbeing leadership.
- Organisations wanting to maintain a culture of psychological safety and proactive wellbeing.
- Leaders supporting others in high-pressure or emotionally complex environments.

SESSION DELIVERY

These sessions are 1 hour long and are delivered virtually with a maximum 24 delegates per session. Sessions include peer discussion, reflective exercises and practical guidance.

WORKPLACE MENTAL HEALTH FOR MANAGERS & LEADERS - UPSKILL WORKSHOPS

TRAINING OVERVIEW

Our suite of Upskill Workshops are designed to help managers and leaders build upon the core learning gained through our Essentials or Enhanced Skills programmes.

Each session focuses on a specific aspect of mentally healthy leadership, giving participants the knowledge, tools, and confidence to apply best practice in real workplace situations.

The workshops are interactive, evidence-based, and packed with practical takeaways that translate directly into action. With engaging discussions, case studies and live skill-building, these sessions are an ideal way to sustain learning and deepen impact across your leadership population.

TRAINING OBJECTIVES

By taking part in our Upskill Workshops, participants will:

- Strengthen their understanding of key workplace mental health topics.
- Apply advanced communication, empathy and leadership techniques in realistic contexts.
- Gain confidence in managing sensitive or complex people challenges.
- Continue to embed a culture of openness, inclusion and psychological safety.
- Refresh and extend their skills to meet evolving wellbeing needs within their teams.

WHO IS IT FOR?

- Managers and leaders who have previously completed The Essentials or Enhanced Skills training.
- Organisations wanting to keep wellbeing learning active and relevant.
- Teams seeking flexible, topic-focused sessions as part of ongoing CPD or wellbeing strategy.
- Managers who want targeted development in specific skills or situations related to mental health and leadership.

TRAINING DELIVERY

These workshops are 2 hours long and can be delivered virtually or in person with a maximum 24 delegates per session.

[Click here to download our Manager & Leader Upskill Brochure](#)

In addition to our current suite of Manager & Leader Upskill workshops we can work with you to create bespoke sessions to complement your existing training provision.

WORKPLACE MENTAL HEALTH FOR MANAGERS & LEADERS - WEBINARS

TRAINING OVERVIEW

Our Workplace Mental Health for Managers & Leaders webinars offer a flexible, high-impact way to engage, educate and inspire large groups of leaders and managers. Each session combines current insight, real-world examples and practical strategies to help leaders understand, protect and promote mental health across their teams.

Delivered live, our webinars are designed to spark conversation, build confidence, and strengthen the foundations of a mentally healthy workplace - wherever your people are based.

Whether introducing key concepts, exploring emerging issues or supporting wider wellbeing initiatives, these sessions offer an accessible and engaging way to keep mental health awareness front of mind for all leaders.

TRAINING OBJECTIVES

By taking part in our webinars, managers and leaders will:

- Build awareness of the factors that influence workplace mental health and wellbeing.
- Strengthen their understanding of the manager's role in fostering psychological safety.
- Gain practical strategies to support themselves and their teams with confidence and empathy.
- Explore current and emerging issues affecting mental health at work.
- Feel inspired and equipped to lead with wellbeing at the heart of their management approach.

WHO IS IT FOR?

- Managers and leaders at all levels seeking to enhance understanding and confidence around mental health.
- Organisations wanting an accessible, scalable way to engage large audiences in wellbeing learning.
- Teams introducing or reinforcing mental health awareness as part of a broader wellbeing strategy.
- Businesses looking to keep wellbeing visible, relevant and actionable throughout the year.

TRAINING DELIVERY

Webinars are 1 hour long, delivered virtually with a maximum 500 delegates per session.

OUR MHFA TRAINERS

CLAIRE RUSSELL. CEO, FOUNDER & LEAD TRAINER

- Clarity Coach
- Menopause Experts Group Menopause Trainer and Coach (MEG)
- Breathe to Heal Facilitator (Yoga Alliance Approved)
- MHFA England Mental Health First Aid Instructor (Adult)
- MHFA England Mental Health First Aid Instructor (Youth)
- Understanding Suicide Intervention (NCSPET)
- Understanding Suicide Intervention Children and Young People (NCSPET)
- Source Process and Breathwork Practitioner and Therapist (GPBA Accredited)



With over 20 years of corporate leadership experience and a powerful personal story, Claire is a passionate advocate for breaking mental health stigma and reducing suicide rates. Her work is shaped by lived experience, including her own mental health challenges and the loss of her partner to suicide, making her a deeply authentic and impactful speaker, trainer, and coach. Claire is also a long-standing volunteer with Samaritans and a sought-after voice on resilience, workplace wellbeing, and suicide prevention.

STEVE HEATH

- Co-founder and Client Services Director
- 10+ years business ownership and leadership experience
- Mental Health Coach and Trainer
- Mental Health First Aid Instructor
- Yoga Alliance accredited Breath-work Teacher
- Client Relationship Management Lead

Steve's vision is to lead a global shift in mental health in the workplace. He is passionate about helping businesses to create meaningful and impactful wellbeing programmes.



JAY UNWIN

- Over a decade of experience spanning education, fitness, and psychology
- MSc in Psychology and BSc (Hons) in Biology
- Graduate member - British Psychological Society
- Associate member - International Stress Management Association
- Associate member - British Society of Lifestyle Medicine
- Former science teacher, functional fitness coach, and gym owner
- Lived experience of burnout, cancer, depression, and fibromyalgia

Jay's mission is to drive cultural change and equip individuals and organisations with the tools to thrive in work and life.



CASE STUDY



Following Covid - we had all changed. We had re-evaluated our lives and what was important to us. It also took a toll on our mental health. Our business recognised the need to reassure our workforce that we understood the impact on everyone and wanted to provide as much support as possible – in the words of our CEO, to ‘put our arms around the business’.

The business has formed an enviable reputation, over 100 years, offering jobs for life for those that want safe and secure employment. It is vitally important to us that we retain our unique offering, a family business for families. We have 3rd generation colleagues working in the business but we recognise the needs of today’s workforce may differ to those of yesterday. **Our partnership with Mental Health in Business has been a perfect fit for our organisation, reaching all levels and length of service.**

We introduced 40 mental health first aiders across the country, that has allowed us to facilitate many conversations and offer a whole new level of support to our colleagues, peer to peer.

We have taken our full management team through the ‘Managing Mental Health’ course and grown their confidence – not just in managing mental health but holding open and honest discussions too.

MHIB host **monthly webinars for our whole workforce**, which are recorded so can be accessed at any time for people who maybe can’t make the session, for example as a result of our different shift patterns. These are regularly attended by our senior team and we do not underestimate the power of the leadership teams visibility – **it really helps our colleagues know, we are taking this seriously.**

CASE STUDY



In our engagement survey, we have specific commentary referencing the MHIB partnership.

“It’s good to see that our business offers support on mental health”

“I really enjoy the webinars, I particularly enjoyed the Menopause one, it’s always been a closed subject until now”

“The introduction of MHFAs is a really welcome step from WHM, the company is going in the right direction with this help”

“The webinars make me think differently about my own mental health”

For us, this is endorsement from our colleagues for our partnership.

Our MHFAs report that they feel really empowered to help others. It’s no surprise that our wellbeing score has increased year on year since the introduction of MHIB.

Finally, I would add that it is a privilege to work with the MHIB team who are exceptional in their knowledge and delivery.

The topics are delivered with sensitivity, warmth and compassion, all while understanding your business complexity – it is not one size fits all, which was hugely important for us.

To anyone wanting to introduce mental health support into your business, do it without hesitation.

The team are so knowledgeable and made the administration side of things very easy, the quality is top notch, I’ve never seen a better package put together.

OUR CLIENTS

