

Engaging Leaders: Managing Mental Health at Work

Helping Leaders Create Environments Where Mental Health Conversations Are Clear, Safe, and Actionable

Why Engaging Leaders Matters

Mental health isn't just personal, it's a leadership issue. Every leader contributes to the conditions where people either stay well or start to struggle.

But most leaders haven't been taught what practical leadership looks like in this space. That's what this session delivers.

Engaging Leaders gives managers, supervisors, and decision-makers the tools to confidently lead mental health at work- without becoming a counsellor. Participants leave knowing their role, their obligations, and the leadership actions that make a real difference.

The Business Case for Mental Health Leadership

- **Reduces Risk:** Leaders learn how to prevent harm and respond early to psychosocial challenges.
- **Builds Capability:** Creates confident, clear leaders who understand how to act early and appropriately.
- **Supports Culture & Performance:** Mental wellbeing becomes part of leadership DNA, not an add-on.
- **Leaders learn how to build psychological safety:** So teams stay open, engaged, and resilient.

What the Session Covers

- ✓ **Understanding Mental Health at Work** – What it is, what impacts it, and why it matters for every leader.
- ✓ **Role Clarity** – What you're expected to do (and what you're not).
- ✓ **Your Legal Obligations** – Navigating psychosocial risks with confidence.
- ✓ **Framework for Action** – Five practical leadership levers to create mentally healthy teams.
- ✓ **Psychological Safety in Action** – Understanding the 4 Stages and how to lead them day-to-day.
- ✓ **Leading Yourself** – Applying the Well-Led System to your own wellbeing.

This program is delivered as a 3-hour interactive workshop, available both online and face-to-face.

Why Choose Well-Led Workplaces for Mental Health Leadership Training?

At Well-Led Workplaces, we focus on **what leaders can do—not what they should feel bad about**. This session is grounded, practical, and built for the real world of team management.

- **Designed for Leaders at All Levels:** From frontline to executive.
- **Built for Action:** Participants walk away with clarity, not just awareness.
- **Aligned to the Well-Led System:** Based on care, accountability, and willingness.
- **Facilitated by Experts:** Delivered by professionals who understand both operational pressure and mental health leadership.

What People Say

"The training was clear, practical, and easy to apply—it's changed how we talk about mental health at work."

– Team Lead, October 2024

"Julie is an amazing instructor; her delivery was engaging and easy to understand. I have learnt a lot of new things. Also, very happy that she provided so many extra resources for professional help."

– MHFA Attendee, December 2024



Take the Next Step

Equip your leaders with the tools, language, and clarity to support mental health where it matters most—at work.

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