



Workplace Mental Health Program Guide

A guide to trainings, workshops, keynotes and webinars designed to support mentally healthy workplaces.

Program Overviews



**WORKING
STRONGER**



Canadian Mental
Health Association
Alberta
Mental health for all



Executive Summary

As a responsible employer, ensuring your employees' psychological safety and well-being is just as crucial as providing a physically safe environment. Supporting employee mental health contributes to overall happiness and has tangible benefits for your organization. These benefits include increased productivity, reduced absences and improved employee retention. To assist you in creating a psychologically healthy and productive workplace, the Canadian Mental Health Association (CMHA), Alberta Division offers a comprehensive range of workplace mental health training opportunities.

Our suite of training programs is designed to address the diverse needs of organizations, recognizing that there is no one-size-fits-all approach to mental health in the workplace. We offer a range of short-term, medium-term, and long-term strategies that can be tailored to your organization's specific goals and challenges.

Investing in workplace mental health training has proven to yield significant returns on investment. Research has shown that for every dollar invested in mental health promotion, there is a return of \$1.50 to \$4.00 in improved productivity and reduced healthcare costs (Deloitte, 2020). By partnering with CMHA, Alberta Division, you can confidently implement evidence-based practices that will positively impact your employees and your bottom line.

Learn more today.

P: (780) 482-6576

E: workplace@cmha.ab.ca

W: workingstronger.cmha.ca

The Devonian Building
Suite 370, 11150 Jasper Avenue
Edmonton, Alberta
T5K 0C7



Table of Contents

- 04 |** Mental Health Keynote Presentations
- 05 |** Mental Health in the Workplace Workshop
- 06 |** Leading with Mental Health in Mind Workshop
- 07 |** Compassion Fatigue & Burnout Prevention Workshop
- 08 |** Certified Psychological Health and Safety Training
- 09 |** Workplace Mental Health Conference
- 10 |** Training Comparison Chart
- 12 |** Best Training for Your Workplace Chart

Training details, delivery method and cost may be subject to change.
Refunds may be available depending on circumstances.



Mental Health Keynote Presentations

Overview






Keynote presentations offer a high-level, basic introduction to workplace mental health. The presentation provides employers and employees with tools and resources for mental health awareness and responses to common mental health issues.

Core Objectives

By the end of the training, participants will:

- Learn mental health and mental illness definitions
- Understand the impact of mental illness in the workplace
- Appreciate the reasons for supporting mental health in the workplace
- Learn about the training offerings of CMHA, Alberta Division

Details

-  **DURATION** | 50+ minutes
-  **ATTENDANCE NUMBERS** | Customizable
-  **INVESTMENT STARTING AT** | \$1,500
-  **DELIVERY METHOD** | In-person, virtual or hybrid
-  **AUDIENCE** | External partners and employees



Mental Health in the Workplace Workshop

Overview






Promoting mental health in the workplace is vital for fostering employee wellness, engagement, and creativity. Regrettably, persistent stigma surrounding mental health issues hinders open dialogue, preventing the establishment of mentally healthy work environments as the standard. Our Mental Health in the Workplace training equips organizations with the necessary language to address mental health, the knowledge to support employees facing challenges, and the actionable steps to proactively cultivate greater psychological health and safety at work.

Core Objectives

By the end of the training, participants will:

- Learn about current workplace mental health and mental illness challenges
- Gain tools to support coworkers when they have mental health challenges
- Understand psychological risk and harm and know the benefits of mentally healthier workplaces

Details

-  **DURATION** | Half day (3 hours)
-  **ATTENDANCE NUMBERS** | 12 to 25+
-  **INVESTMENT STARTING AT** | \$1,500
-  **DELIVERY METHOD** | In-person, virtual or hybrid
-  **AUDIENCE** | External partners and employees



Leading with Mental Health in Mind Workshop

Overview

Mental health at work is crucial for employee wellness, engagement and creativity. Unfortunately, stigma around mental health challenges persists, and open dialogue encouraging the creation of mentally healthy workplaces is not yet seen as best practice. Leading with Mental Health in Mind will equip you with the language to talk about mental health, the understanding to support employees with challenges and the steps to move towards greater psychological health and safety in the workplace.

Core Objectives

By the end of the training, participants will:

- Understand how the 13 Factors that Impact Mental Health at work can apply to their workplace
- Understand the role of the manager/leader in mental health at work and how it differs from the role of individual contributors
- Have tools and strategies to address some of the major factors in their workplace
- Have a starting point for what to do and what to say when someone talks about their mental health
- Have strategies to support your own mental health in the workplace

Details



DURATION | 6 hours



ATTENDANCE NUMBERS | 12 to 25+



INVESTMENT STARTING AT | \$4,000



DELIVERY METHOD | In-person, virtual or hybrid



AUDIENCE | Decision makers, executives and people leaders



Compassion Fatigue & Burnout Prevention Workshop

Overview

Compassion fatigue and burnout are commonly experienced by people working in environments with a high likelihood of secondary trauma exposure. These individuals are at risk for mental health challenges, relationship problems and the inability to perform work responsibilities. The symptoms of compassion fatigue and burnout are hard to recognize and require adequate support to overcome.

This workshop will help employers, employees and volunteers who may develop compassion fatigue and burnout. Those at risk for compassion fatigue include first responders, clergy, teachers, counsellors, social workers, health care professionals, veterinarians and individuals who are the first point of contact for those going through a crisis or disaster. This workshop provides a flexible and customizable approach, accommodating the unique needs of various professions and industries while offering adaptable time frames and formats.

Core Objectives

By the end of the training, participants will:

- Understand symptoms and effects of compassion fatigue and fatigue risk factors
- Recognize personal and systemic barriers to receiving help
- Learn how to manage daily perceived threats and stress in more effective ways
- Create a self-care plan with resiliency-building skills and steps to improve workplace mental health
- Learn the difference between compassion fatigue and burnout

Details



DURATION | 2 hours



ATTENDANCE NUMBERS | 12 to 25+



INVESTMENT STARTING AT | \$2,000



DELIVERY METHOD | In-person, virtual or hybrid



AUDIENCE | External partners and employees



Certified Psychological Health & Safety Training

Training Overview

This groundbreaking certification training program is for individuals who want to help organizations improve psychological health and safety (PHS) in their workplaces or implement the National Standard for Psychological Health and Safety (“The Standard”). This certification has been developed to provide an experiential learning opportunity for participants so they can better support organizations of all sizes. After this training, participants will be able to address employers’ challenges, obstacles and needs related to psychological health and safety.

Core Objectives

By the end of the training, participants will:

- Be prepared to proceed with a PHS assessment and apply tools to analyze PHS
- Give and accept feedback in a constructive way
- Present business case, assessment processes and implementation plan for PHS

Details

L DURATION | Two 6.5 hour sessions for in-person | Four 3.5 hour sessions for virtual

🔗 ATTENDANCE NUMBERS | 12 to 20

🕒 COST | \$1,575 per participant for in-person | \$1,260 per participant for virtual

» DELIVERY METHOD | In-person or virtual

👥 AUDIENCE | Anyone can take this training

We highly recommend those with an interest in safety, human resources, people leadership and decision-making roles.



Workplace Mental Health Conference

Overview

CMHA, Alberta Division hosts *Working Stronger*, an annual workplace mental health conference designed to improve employee mental health in Alberta workplaces. *Working Stronger* is two days of networking, information exchange and dialogue to advance efforts to support healthier workplaces across the province.

Working Stronger brings together the most creative and inspiring mental health thinkers and leaders in the field. The conference features keynote speakers, workshops, panels, presentations, training opportunities and exhibits. *Working Stronger* is suited to a wide range of organizations and individuals—from those interested in learning more about mental health to those who are workplace mental health champions.

Core Objectives

By the end of the training, participants will:

- Have important conversations with individuals living with mental illness, providing an intimate look at workplace supports and needs from their perspective
- Learn about workplace and community supports to help stay mentally healthy at home and at work
- Learn strategies, program ideas and implementation tools to support workplace mental health

Details



DURATION | 2 days



ATTENDANCE NUMBERS | One to 300+



COST | For pricing and registration, please visit workingstronger.cmha.ca



DELIVERY METHOD | In-person






AUDIENCE | External partners and employees





Training Comparison Chart

CMHA, Alberta Division provides capacity-building workshops and presentations on workplace mental health to both employers and employees. Our approach is person-centered, evidence-based and solutions focused.

	DURATION 	ATTENDANCE NUMBERS 	STARTING AT* 
Mental Health Keynote Presentations	50+ minutes	Customizable	\$500
Mental Health in the Workplace Workshop	Half day (3 hours)	12 to 25+	\$3,000
Leading with Mental Health in Mind Workshop	6 hours	12 to 25+	\$5,000
Workplace Mental Health Conference	2 days	One to 300+	For pricing and registration, please visit workingstronger.cmha.ca
Compassion Fatigue & Burnout Prevention Workshop	2 hours	12 to 25+	\$2,500
Certified Psychological Health and Safety Training	Two 6.5 hour sessions for in-person or four 3.5 hour sessions for virtual	12 to 20	\$1,575 per participant for in-person or \$1,260 per participant for virtual

* Additional trainer travel costs may apply

AUDIENCE* 	DELIVERY METHOD 
External partners and employees	Virtual, in-person, hybrid
External partners and employees	Virtual, in-person, hybrid
Decision makers, executives and people leaders	Virtual, in-person, hybrid
External partners and employees	In-person
External partners and employees	Virtual, in-person, hybrid
Anyone, external partners and employees	Virtual, in-person, hybrid

***Stakeholder audiences include supervisors, managers, union representatives, HR and occupational health and safety**



Best Training for your Workplace

Creating organizational change	Strategies for cultural shifts	Developing Practical Skills
Certified Psychological Health and Safety Training	Leading with Mental Health in Mind Workshop	Compassion Fatigue & Burnout Prevention Workshop
Workplace Mental Health Conference	Mental Health in the Workplace Workshop	Leading with Mental Health in Mind Workshop
	Mental Health Keynote Presentations	Workplace Mental Health Conference
	Workplace Mental Health Conference	



To learn more about the training offerings, please contact

CMHA, Alberta Division

(780) 482-6576 | workplace@cmha.ab.ca

workingstronger.cmha.ca

The Devonian Building
Suite 370, 11150 Jasper Avenue
Edmonton, Alberta T5K 0C7



Training details, delivery method and cost may be subject to change.
Refunds may be available depending on circumstances.