



REHUMANIZING WORKPLACE MENTAL HEALTH

Leslie Bennett,
Partner, Mental Health Innovations

February 14, 2024 | 12:30 p.m. ET



A HIGHER LEVEL of
management consulting
ONTARIO



Un NIVEAU SUPÉRIEUR
de conseil en management
ONTARIO





WHAT'S UP NEXT

The 2nd Wednesday of the month
12:30pm eastern

Visit CMC-Canada for a list of all
Canada events

<https://www.cmc-canada.ca/Events>

What's Up Wednesday

WOMEN

LEADING THE CHARGE
CHALLENGING THE STATUS QUO

Panel Discussion

March 13, 2024 | 12:30-1:30pm

Registration Open





WHAT'S UP NEXT

The 2nd Wednesday of the month
12:30pm eastern

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ONTARIO

What's Up Wednesday

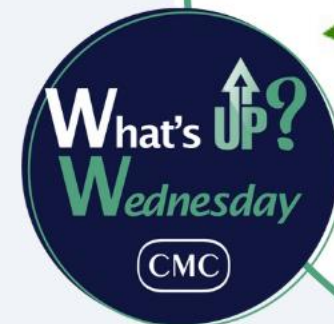
THREE HORIZONS THINKING: A POWERFUL TOOL

Speaker :

Lyn McDonell MA, FCMC, C. Dir.

April 10, 2024 | 12:30-1:30pm

Registration
Open

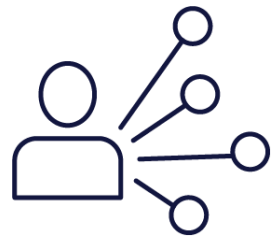


WHY JOIN?

MEMBERSHIP CONNECTS YOU



CONSULTANTS



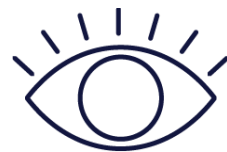
NETWORK



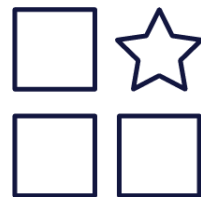
RESOURCES



CERTIFICATION



VISIBILITY



DIFFERENTIATE



How to Participate

- You will be muted for this call
- To ask a question – Type the question into the chat tool.
- We kindly ask that you turn your Video on if you are able to. We want to see your smiling faces!
- This session will be recorded
- A copy of the presentation will be available after the event.




ABOUT OUR GUEST SPEAKER

Leslie Bennett

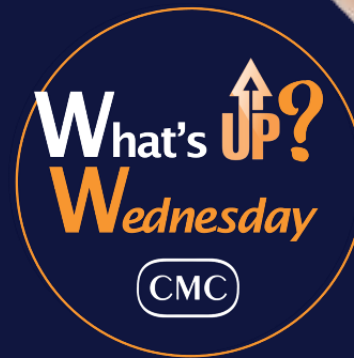
- ❑ Partner & Human Capital Innovator at Mental Health Innovations since 2014.
- ❑ Professional Coach Certification (PCC); is a CultureSync™ Approved Tribal Leader, Certified Psychological Health and Safety Advisor; and is also a Certified Dare to Lead™ Facilitator.
- ❑ Volunteers her time supporting others who have experienced mental health challenge
- ❑ Speaker and writer about her journey via [LinkedIn](#)





Rehumanizing Workplace Mental Health

Leslie Bennett,
Partner, Mental Health Innovations



What You Will Learn Today

Empowering Leaders with Practical Tools:

- An effective framework for recognizing signs of distress in yourself and in others.
- Practical tools and strategies for reaching out and providing support with compassion.

Fostering a Culture of Care:

- How do leaders cultivate an environment that encourages open dialogue about mental health?
- Insights into building resilience and compassion within teams.

Group Poll



HAS YOUR MENTAL HEALTH EVER IMPACTED YOUR ABILITY TO PERFORM YOUR BEST AT WORK?



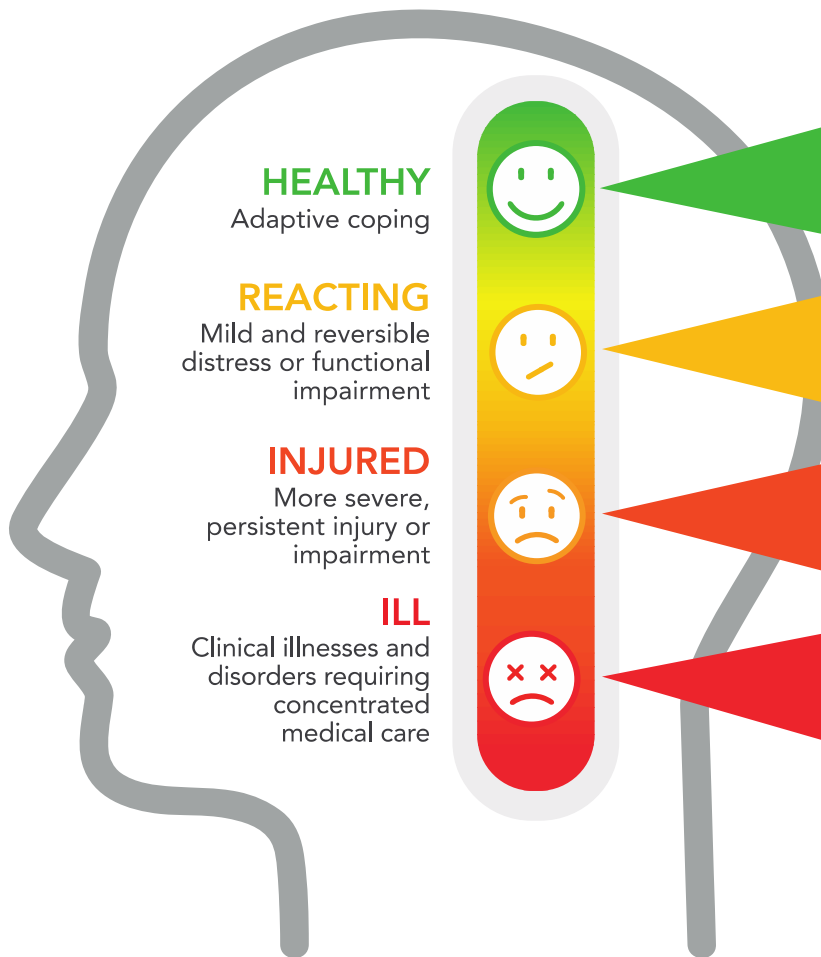
DID YOU FEEL COMFORTABLE TALKING ABOUT YOUR MENTAL HEALTH AT WORK?



HAVE YOU FELT COMFORTABLE REACHING OUT TO SOMEONE IN YOUR WORKPLACE WHO IS STRUGGLING?

How are you doing?

Thinking about your last three days, which color best matches how you've been feeling?



Actions to take

Based on your color rating, your recommended actions are below.

- ✓ Focus on task at hand
- ✓ Break problems into manageable chunks
- ✓ Identify and nurture support systems
- ✓ Maintain healthy lifestyle

- ✓ Recognize limits
- ✓ Get adequate rest, food, and exercise
- ✓ Engage in healthy coping strategies
- ✓ Identify and minimize stressors

- ✓ Identify and understand own signs of distress
- ✓ Talk with someone
- ✓ Seek help
- ✓ Seek social support instead of withdrawing

- ✓ See consultation as needed
- ✓ Follow health care provider recommendations
- ✓ Regain physical and mental health

Emergency - Dial 911

USA

Suicide Prevention Lifeline (24/7)
1-800-273-TALK (8255)
TTY: 1-800-799-4889

SAMHSA Treatment Referral Helpline
Monday through Friday, 8 am - 8 pm ET
1-877-SAMHSA7 (726-4727)

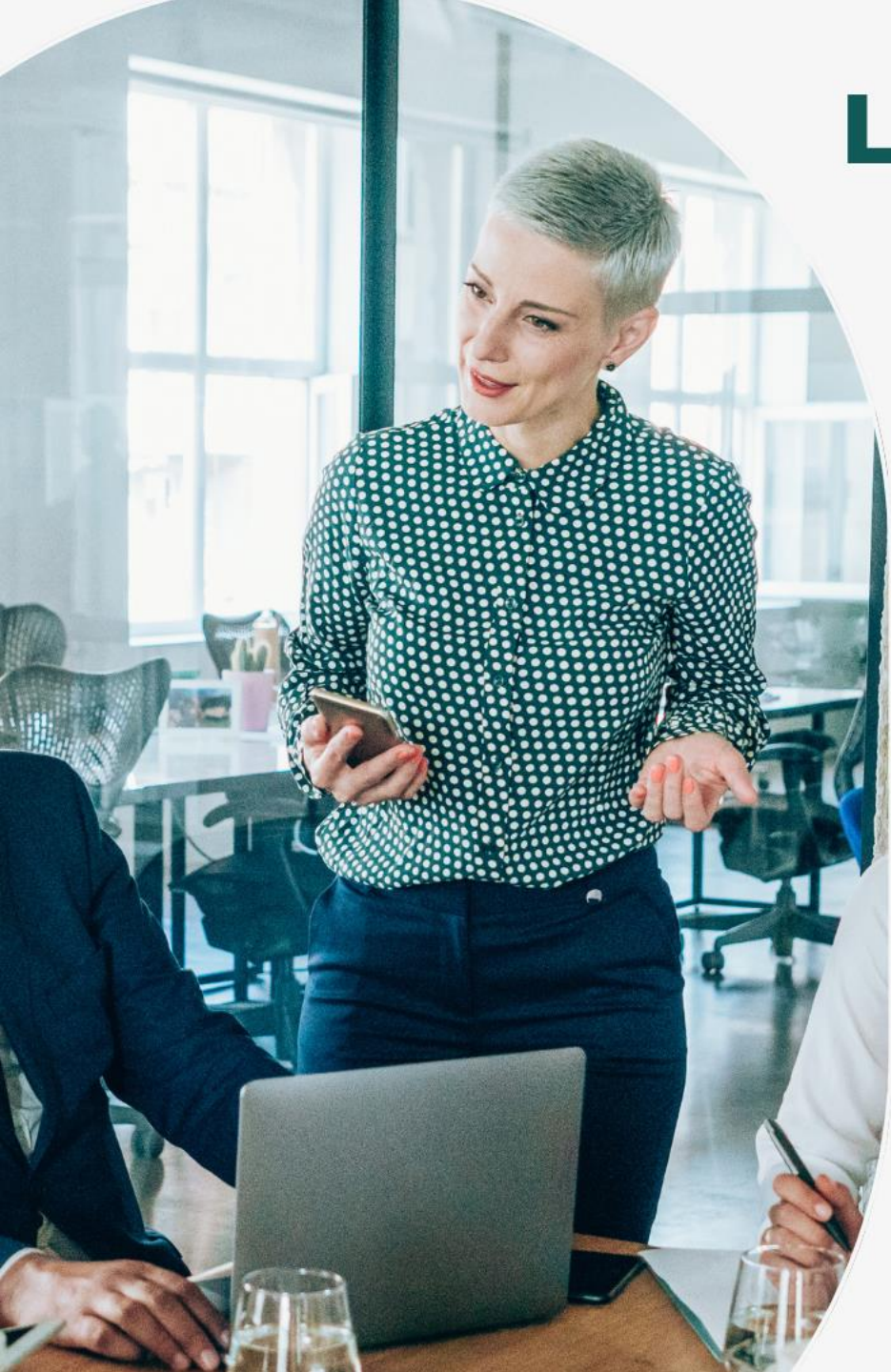
NAMI Helpline
Monday through Friday, 10 am - 6 pm, ET.
1-800-950-NAMI (6264) info@nami.org

CAN

Canada Suicide Prevention Services (CSPS) (24/7)
1-833-456-4566
Texting service available 4pm-Midnight ET
Text "Start" to 45645

Kids Help Phone
(24/7 confidential and anonymous support)
1-800-668-6868

Hope for Wellness Help Line (24/7)
Telephone crisis intervention and counseling support for
First Nations and Inuit 1-855-242-3310



Leaders - Know Your Impact

60%

of employees worldwide say their job is the biggest factor influencing their mental health.

69%

Managers have just as much of an impact on people's mental health as their spouse (both 69%) — and even more of an impact than their doctor (51%) or therapist (41%).

81%

of employees worldwide would prioritize good mental health over a high-paying job.

How to support a struggling teammate

In 2009, research revealed that there were two main reasons that people felt uncomfortable asking R U OK? at work:

They didn't know how to start the conversation and they feared the person may say "No, I'm not OK" – and not know what to do.

The ICARE Framework was developed to help people feel more confident.

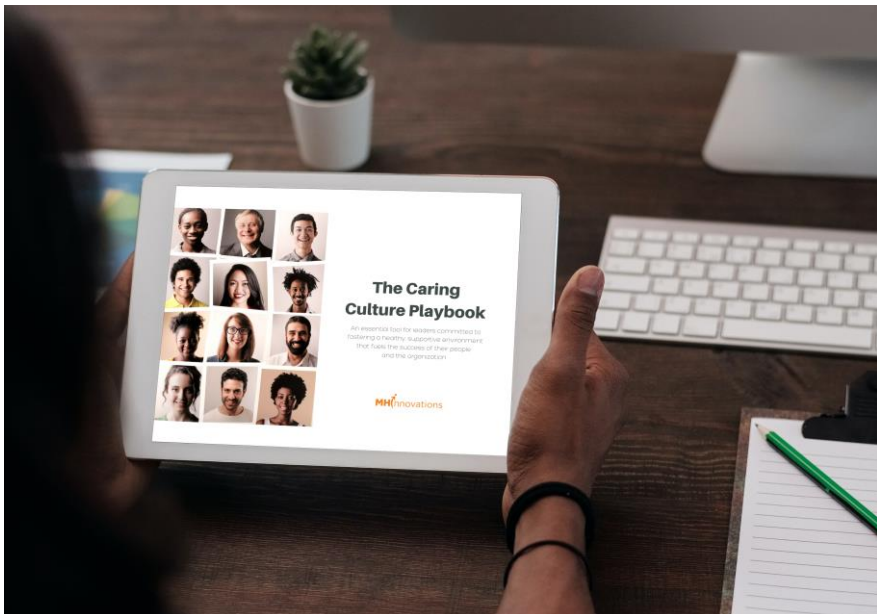
[Download a free copy](#)



Based on surveys of over 4,000 people in recovery

The Caring Culture Playbook

[Download a free copy](#)



The 4-Step Strategy for Building A Caring Culture

MHIinnovations

Drawing from our years of expertise and collaboration with leaders, we've carefully developed this four-step strategy with a clear vision of its impact.

Missing a step can lead to challenges, emphasizing the importance of its intentional design.

4 A formal peer support program is implemented to crowdsource natural human benevolence

3 All employees are encouraged to recognize signs of distress in themselves and others and to take action to reach out to support each other

2 Leaders model simple, caring behaviours – they walk the talk of being authentic and vulnerable

1 Guided by the executive team, the whole organization thinks about mental health as an opportunity rather than a problem to be addressed by clinicians



High value questions to ask your clients:

1. What are the highest mental health needs in your workplace right now?
2. What is in place to address these needs?
3. Is mental health on your client's leadership agenda?
4. Does their approach to mental health primarily focus only on awareness, or only offer clinical solutions, or does it seek to rehumanize the workplace?

MHI helps visionary leaders build psychologically safe and healthy workplaces

- **We walk the talk**
 - Challenge usual corporate narratives
 - Focus on ROI in mental health
 - Emphasize the transformative power of human connection as a way of driving real change
- **We are experts by experience**
 - Leave the clinical to the clinicians
 - Focus on shared lived experience
 - Recognized as founder and leader in providing peer support services

[Access the 3 Buckets Resource](#)



Addressing silent struggles is non-negotiable.

WeCARE™ eLearning

- A flexible mental health eLearning campaign.
- Recognize signs of mental distress.
- Ask "R U OK" with empathy.
- Guide colleagues to resources.
- Support teammates effectively.
- Includes esteemed Dalhousie University Microcredential.

[Get more details](#)

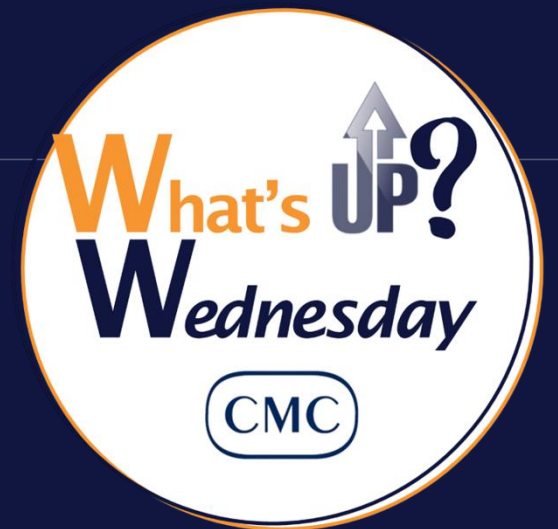
[Start Learning](#)





Questions

Please type in the chat



We're Here to Support You

If this vision resonates with you, know that we are here to support you.

With our [resources](#), [programs](#), and [guidance](#), we're committed to helping you foster a workplace where mental health is a lived practice of care and support, not just a policy.

Thank you!



Connect with us:

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Partner at MHI

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www.supportyourpeople.com

THANK YOU



INFO@CMC-ONTARIO.CA

<HTTPS://CMC-CANADA.CA/ONTARIO>