MENTAL HEALTH MANAGEMENT COURSE

Introduction

This course is designed to provide participants with a practical and comprehensive understanding of mental health, covering core concepts, common disorders, assessment, crisis response, treatment approaches, and organizational wellbeing. The training introduces participants to the mental health continuum, the biopsychosocial model, stigma reduction, risk assessment, suicide prevention, and evidence-based therapeutic approaches. It also explores how mental health support contributes to individual resilience, workplace productivity, and community wellbeing. Participants will gain knowledge on the major categories of mental disorder, with particular attention given to mood, anxiety, trauma-related, psychotic, and substance use conditions. The course further examines crisis intervention, suicide prevention, psychopharmacology basics, trauma-informed and culturally responsive care, and referral pathways. Through practical examples, case studies, role-play, and interactive discussions, participants will strengthen their ability to recognise distress, respond appropriately, and support informed mental-health-related decision-making within their organisations and communities.

Course Objectives

- Explain mental health using an evidence-based, non-stigmatising framework
- Describe the presentation of the major categories of mental disorder
- Apply basic mental status observation and validated screening tools
- Conduct a structured risk assessment and respond confidently to a mental health crisis
- Apply suicide prevention principles, including safety planning
- Describe the main treatment modalities and how to make an appropriate referral
- Apply trauma-informed and culturally responsive principles in practice
- Identify the drivers of workplace burnout and psychological unsafety
- Apply self-care strategies and contribute to building mentally healthy organisations

Course Modules

> Module 1: Foundations of Mental Health
- Meaning and scope of mental health
- The mental health continuum
- The biopsychosocial model
- Stigma, language, and mental health literacy
- Determinants of mental wellbeing
- Global and local burden of mental illness

> Module 2: Understanding Mental Disorders
- Overview of diagnostic classification systems (DSM-5-TR, ICD-11)
- Mood disorders: depression and bipolar spectrum conditions
- Anxiety and trauma-related disorders
- Psychotic spectrum disorders
- Substance use disorders and dual diagnosis
- Mental health across the lifespan

> Module 3: Assessment and Screening
- Mental status observation
- Active listening and interviewing skills
- Validated screening tools (e.g. PHQ-9, GAD-7)
- Structured risk assessment frameworks
- Distinguishing ideation, intent, plan, and means
- Documentation and referral triggers

> Module 4: Crisis Intervention and Suicide Prevention
- Warning signs and protective factors
- Myths and facts about suicide
- Asking directly and safely about suicidal thoughts
- The ALGEE crisis response model
- De-escalation techniques
- Safety planning

> Module 5: Treatment Approaches and Therapeutic Modalities
- Overview of psychotherapy: CBT, DBT, psychodynamic, and humanistic approaches
- Psychopharmacology basics and common medication classes

- Adherence challenges and expected treatment timelines
- Trauma-informed care principles
- Matching treatment modality to presenting need

> Module 6: Cultural Competence and Community-Based Care

- Culturally responsive practice
- Role of family and community structures
- Integrating traditional and faith-based support safely alongside clinical care
- Case conceptualization and referral pathways

> Module 7: Workplace Mental Health and Organizational Wellbeing

- Burnout versus clinical depression
- Psychological safety and presenteeism
- Manager responsibilities and early identification
- Building organisational mental health policies

> Module 8: Practitioner Self-Care and Sustainability

- Compassion fatigue and vicarious trauma
- Building a sustainable self-care plan
- Peer supervision and support structures
- Community systems and referral pathways
- Advocacy and reducing stigma at scale
- Personal action planning

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