MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT IN ORGANIZATIONS TRAINING

Introduction

Mental health and psychosocial wellbeing have become critical priorities for organizations seeking to maintain productive, resilient, and high-performing workforces in increasingly demanding and uncertain environments. Modern workplaces are experiencing rising levels of stress, anxiety, burnout, emotional fatigue, workplace trauma, and psychosocial risks arising from economic pressures, organizational change, heavy workloads, technological disruptions, and evolving work arrangements. These challenges significantly affect employee morale, productivity, attendance, workplace relationships, and overall organizational performance. Organizations are therefore recognizing the importance of creating supportive work environments that protect and promote employees' psychological wellbeing while strengthening organizational resilience and sustainability. This course provides participants with practical knowledge, tools, and strategies for promoting workplace mental health, strengthening psychosocial support systems, and building emotionally healthy organizational cultures. The programme examines the relationship between mental wellbeing, employee engagement, leadership effectiveness, productivity, and organizational success. Participants will gain an in-depth understanding of workplace mental health fundamentals, psychosocial risk factors, emotional resilience, trauma-informed workplace approaches, stress management interventions, and crisis response mechanisms. The course also explores how organizations can develop effective mental health policies, employee support programmes, and wellbeing frameworks that reduce stigma, encourage early intervention, and foster inclusive and psychologically safe work environments.

Course Objectives

- Understand key concepts and principles of workplace mental health and psychosocial

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wellbeing

- Identify psychosocial risks and mental health challenges affecting employees
- Develop workplace mental health and psychosocial support systems
- Promote mental health awareness and reduce stigma within organizations
- Strengthen employee resilience, emotional wellbeing, and coping mechanisms
- Design and implement workplace mental health policies and interventions
- Address workplace stress, burnout, trauma, and emotional distress effectively
- Build psychologically safe and supportive organizational cultures
- Enhance leadership capacity in promoting employee mental wellbeing
- Develop crisis response and employee recovery support strategies
- Monitor and evaluate mental health and psychosocial support initiatives
- Improve employee morale, productivity, engagement, and organizational resilience

Course Modules

> Module 1: Workplace Mental Health Fundamentals

- Concepts and dimensions of mental health
- Understanding psychosocial wellbeing
- Mental health and organizational performance
- Common workplace mental health disorders
- Psychological wellbeing and employee productivity
- Global trends in workplace mental health

> Module 2: Psychosocial Risk Assessment

- Psychosocial hazards in organizations
- Workplace stressors and risk factors
- Workload and organizational pressures
- Bullying, harassment, and workplace toxicity
- Risk assessment tools and techniques
- Psychosocial risk mitigation strategies

> Module 3: Mental Health Awareness and Stigma Reduction

- Mental health awareness campaigns
- Reducing stigma and discrimination
- Promoting open workplace communication
- Building supportive organizational cultures
- Employee education and advocacy

- Encouraging early help-seeking behaviour

> Module 4: Workplace Stress and Burnout Management
- Causes and effects of workplace stress
- Identifying burnout symptoms
- Stress management techniques
- Emotional regulation strategies
- Relaxation and mindfulness approaches
- Work-life balance and self-care practices

> Module 5: Trauma-Informed Workplace Support
- Understanding trauma and emotional distress
- Trauma-informed workplace principles
- Supporting employees after traumatic events
- Psychological first aid techniques
- Workplace violence and critical incident response
- Recovery and reintegration support systems

> Module 6: Resilience and Coping Strategies
- Building emotional resilience
- Positive coping mechanisms
- Adaptability and emotional intelligence
- Self-awareness and emotional regulation
- Confidence and mental toughness development
- Promoting healthy behavioural habits

> Module 7: Mental Health Policy Development
- Workplace mental health policy frameworks
- Employee rights and protection
- Mental health compliance requirements
- Developing organizational support procedures
- Policy implementation strategies
- Monitoring policy effectiveness

> Module 8: Leadership and Psychosocial Support
- Leadership roles in employee wellbeing
- Supportive supervision approaches

- Compassionate and inclusive leadership
- Communication and employee care
- Building trust and psychological safety
- Leadership resilience and emotional intelligence

> Module 9: Crisis Response and Employee Recovery

- Workplace crisis management principles
- Crisis intervention techniques
- Emergency emotional support systems
- Employee recovery programmes
- Managing organizational trauma and grief
- Post-crisis communication and recovery planning

> Module 10: Monitoring and Evaluating Mental Health Programmes

- Mental health programme assessment tools
- Employee wellbeing surveys and feedback systems
- Programme monitoring and reporting
- Measuring organizational wellbeing outcomes
- Continuous improvement strategies
- Sustainability planning for psychosocial support initiatives

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