

Manager Equip is a toolkit for managers and team leaders to help them support wellbeing at work. The knowledge and understanding, skills and confidence gained in leading staff are essential in setting a culture for workplace wellbeing. These interactive and practically-based workshops seek to support Managers to proactively take steps to support their own and others' mental wellness in the workplace.

The stand-alone workshops are each delivered over 2 hours by experienced facilitators, the content being clinically based with practical skills and strategies. Workshops are capped at 12 participants to maximise individual engagement and to enhance a sense of confidentiality and safety in the workshop space.

Follow up 1:1 wellbeing coaching is available.

Part 1: Equipping leaders for delivering wellbeing at work.

Workshop 1: Stress, your self-care and resilience

- Understanding stress
- Recognising the symptoms of distress
- Coping with change
- Establishing psychologically healthy workplaces
- Resilience, personal self-care & coping strategies

Workshop 2: Maintaining perspective and professional boundaries

- Perspective
- Continuous change in the workplace
- Understanding and managing pressure & change
- Understanding and managing dynamics within a team
- Professional boundaries & responsibilities
- How Emotional Intelligence can overcome uncertainty

Workshop 3: Facilitating difficult conversations

- Identifying and tackling the hard issues
- Understanding team dynamics
- Managing poor performance
- How to have difficult conversations in practice

Part 2: Creating a Positive & Caring Environment:

Workshop 4: Psychosocial safety at work

- What is a 'psychosocial safety climate' and how do we measure it?
- Identifying barriers to psychosocial safety at work
- Establishing psychologically safe workplaces
- Effective policies & strategies to support psychosocial wellbeing
- How Vitae can support you

Workshop 5: Managing wellbeing within hybrid teams

- Building great teams
- Creating the right culture
- Managing hybrid teams
- Fostering cohesion and overcoming isolation

For more information email workshops@vitae.co.nz