

## Vitae service information

## Manager Equip

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.

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 supervision is available.**

### Managing stress and prioritising wellbeing

- Understanding the stress response
- Recognising your stress signs
- Thinking traps
- Coping with change – 4 As framework
- Wellbeing Models for self-care

### Maintaining perspective and boundaries

- Unconscious bias
- Increasing self-awareness
- Developing your perspective
- People leader responsibilities
- Setting physical, mental, and emotional boundaries

### Dealing with challenges or conflict within a team

- Identifying conflict
- Conflict resolution methods
- Communication and de-escalation
- Managing declined performance
- Having difficult conversations

### Building connected teams

- Developing respectful cultures
- Importance of building connection and belonging in teams
- Giving and receiving feedback
- Managing hybrid teams
- Opportunities for social connection, fun and celebration

### Supporting employees with mental health challenges

- The mental health continuum
- Clarifying issues and when to intervene
- Having difficult conversations
- Responsibilities and boundary setting
- Managing yourself and supporting others

### Managing psychosocial safety at work

- Definition of terms
- Common psychosocial hazards at work
- Barriers to psychosocial safety
- Key factors for creating positive environments
- Use of policies and strategies to support psychosocial safety