



Level 7 Strategic Approaches to Mental Health & Wellbeing

Fostering a healthy working environment, optimising productivity and staff engagement necessitates care for employees' mental health and wellbeing. A culture of mental wellness among staff can significantly impact the organisation's performance, from heightened productivity, fewer absences to reduction of staff attrition. This award seeks to equip senior leaders with a sound understanding of the impact of mental health and wellbeing on organisation effectiveness. Leaders will critique and evaluate contemporary strategies to cultivate healthy work environments and manage wellbeing within the workplace. The programme culminates in leaders devising recommendations to instil within the organisational framework, which enhance and maintain a positive culture of mental health and wellbeing.



How long will it take?

The program includes a total of five modules, with each module requiring an average of 14 hours for completion. Within each module, you can expect 2-3 hours of structured teaching time, as well as 10-12 hours of self-managed learning.

Module Structure Overview

Below you can find details on what each module will consist of:

Module 1 : Introduction

- Programme, requirements, outcomes, impact, and expectations.
- Assignment
- Mental Health

Module 2 : Strategic Impact

- CSR & Brand Perception
- Triple Bottom Line & Sustainability
- Cultural Impact
- Competitive Advantage

Module 3 : Managing Mental Health

- Fundamentals of Mental Health
- Holding Mental Health conversations
- Legal frameworks and compliance
- Balancing individual need and operational performance
- Stigma, Stereotyping & Discrimination
- Organisational contexts and how to make mental health a strategic priority

Module 4 : Contemporary approaches to create healthy work systems

- Flexibility
- Structural redesign
- Training and Development opportunities
- Mental Health First aid
- Supervision & Appraisal

Module 5 : Creating a sustainable mental health strategy

- Strategic Alignment
- Strategic HRM
- Policy development
- Leadership approaches
- Culture development
- Communication Strategies
- Accreditation and benchmarking