

# MENTAL HEALTH POSITIONING



Organisations have a powerful role in enabling positive and productive work experiences for a broad range of people – not only employees but also contractors, customers and stakeholders. Whilst this has always been the case, the obligations and ability of an organisation to do this is coming under more and more scrutiny.



## our commitment

Leaders play an integral role in developing a mentally healthy workplace. Senior leaders are responsible for setting the required standard and demonstrating the associated behaviours which create a positive work experience.

OUR COMMITMENT is a positioning process which allows senior leaders to explore their view on the importance of mental health in their business, the workplace obligations, the role of management, and the business strategy going forward. It involves a three-stage process:

- **Interviews:** Individual interviews are conducted, either virtually or face-to-face, which are 20-30 minutes in duration.
- **Workshop:** A 2-3 hour workshop with senior leaders to understand the collective view on the positioning of the business around mental health.
- **Overview:** An overview is provided post-workshop outlining the Mental Health Commitment of the business.

Many organisations rush in, and establish generic policies, procedures and offerings without considering their context, their needs and the role of the organisation in maintaining mental health. As a consequence, the intention to ‘help’ often leads the organisation into compromised accountabilities and increased cost for an unclear outcome.

By running a simple, engaging and outcome oriented process with a core group of senior stakeholders, we will help you clarify your organisational position on mental health. OUR COMMITMENT will ensure you have a collective and accurate view of the state of your organisation and how you see this developing in the future.

We can help you take the first step towards developing a mentally healthy workplace. This is OUR COMMITMENT to you.



worksite fitness  
and rehabilitation

[WWW.WORKSITE.COM.AU](http://WWW.WORKSITE.COM.AU)



## WHAT ARE THE BENEFITS OF DOING IT?

The purpose of running a mental health positioning process is to help clarify the organisation's position on mental health and to define the role of the organisation in maintaining positive health outcomes. This will also allow us to:

1. Map the organisational context for mental health
2. Define mental health and desired mental health outcomes
3. Agree on how we will talk about mental health in the organisation
4. Agree on the roles of the organisation versus the part of the individual

In less than a day, it is possible to set up your organisational interventions for success.

## HOW WILL THIS HELP?

Our vision is to partner with your organisation to create a sustainable strategy and supporting tactics which will assist you to develop a healthy workplace environment.

The information gathered and knowledge gained from the OUR COMMITMENT process allows the next stage of the strategy to be defined. This may involve items such as:

- Mental Health Strategy Review
- Wellbeing Survey
- Policy and Procedure development
- Mental Health Training (employees and leaders)

This enables your organisation to develop a logical approach to managing mental health in a sustainable way. So not only will you be ensuring your organisation meets its legal obligations but you will also be creating a supportive and healthy environment where your workforce can thrive.

**Healthy people = healthy business!**



## WANT MORE INFORMATION?

Get in touch with us today:

[ENQUIRIES@WORKSITE.COM.AU](mailto:ENQUIRIES@WORKSITE.COM.AU)

