Training Course on Mental Health and Wellbeing in the Workplace

Professional Development Training Course Outline

Category	Occupational Health	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s fast-paced corporate world, mental health and employee wellbeing are no longer optional conversations—they are essential components of sustainable business success. Mental health challenges such as stress, anxiety, and burnout are leading causes of reduced productivity and increased absenteeism in the workplace. Employers are realizing the importance of nurturing a psychologically safe work environment where mental health awareness, emotional intelligence, resilience, and positive communication are deeply embedded in the company culture. This course provides practical strategies and real-life case studies to help participants understand, support, and promote mental wellbeing in diverse organizational settings.

Training Course on Mental Health and Wellbeing in the Workplace is designed to empower professionals with tools to recognize early warning signs, implement mental health support structures, and foster a culture of inclusion and emotional safety. Through interactive modules, role-playing exercises, leadership coaching, and case-based learning, participants will gain actionable insights into stress management, conflict resolution, trauma-informed leadership, and creating supportive workplace policies. This course integrates current best practices and trending strategies to align mental health promotion with productivity, innovation, and long-term organizational resilience.

Programme Curriculum

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Course Objectives

1. Understand the impact of workplace stress on employee performance.
2. Identify signs of burnout, depression, and anxiety in the workplace.
3. Learn techniques to foster emotional intelligence and empathy in leadership.
4. Promote a culture of psychological safety and inclusivity.
5. Develop strategies for resilience-building and mindfulness.
6. Integrate mental health first aid practices in corporate environments.
7. Address workplace trauma through informed leadership approaches.
8. Improve employee engagement through mental health support systems.
9. Design HR policies that support mental wellbeing and reduce stigma.
10. Leverage hybrid work environments to support mental health flexibility.
11. Utilize wellbeing KPIs to measure and improve psychological safety.
12. Collaborate with mental health professionals for tailored interventions.
13. Create actionable crisis intervention plans for mental health emergencies.

Target Audience

1. Human Resources Professionals
2. Corporate Leaders & Managers
3. Occupational Health Officers
4. Employee Wellness Coordinators
5. Team Leaders & Supervisors
6. Diversity, Equity & Inclusion Officers
7. Mental Health Advocates in Organizations
8. Entrepreneurs and Small Business Owners

Course Duration: 10 days

Course Modules

Module 1: Introduction to Workplace Mental Health

- Definition and importance of mental health
- Key statistics and impact on productivity
- The cost of ignoring mental health in organizations
- Introduction to common workplace mental health issues
- Role of organizational culture in mental wellness
- **Case Study:** Google's mental health programs

Module 2: Recognizing Stress and Burnout

- Signs and symptoms of stress and burnout
- The science of stress: short vs. chronic

- Workplace factors contributing to burnout
- How stress affects team performance
- Early detection and intervention strategies
- **Case Study:** Deloitte’s burnout recognition protocol

Module 3: Emotional Intelligence for Leaders

- Understanding emotional intelligence (EI)
- The 5 pillars of EI in leadership
- How EI improves team cohesion
- Emotional regulation techniques
- Building empathy in management
- **Case Study:** Microsoft’s leadership development model

Module 4: Creating a Psychologically Safe Workplace

- The importance of psychological safety
- Tools for building trust and openness
- Handling workplace conflict healthily
- Encouraging inclusive conversations
- Feedback models that support mental safety
- **Case Study:** Amy Edmondson’s psychological safety framework

Module 5: Workplace Mindfulness and Self-Care

- Mindfulness techniques and exercises
- Embedding mindfulness in corporate culture
- Benefits for focus and emotional regulation
- The power of micro-breaks and reflection
- Mindfulness for hybrid and remote workers
- **Case Study:** Aetna’s ROI on mindfulness programs

Module 6: HR’s Role in Mental Health Policy

- Crafting inclusive mental health policies
- Legal and ethical considerations
- Confidentiality and employee rights
- Incorporating mental health days
- Designing flexible work options
- **Case Study:** SAP’s mental health policy framework

Module 7: Workplace Trauma and Support Systems

- What constitutes workplace trauma
- Trauma-informed leadership
- Providing psychological first aid
- Long-term recovery and team reintegration
- Supporting affected employees with empathy
- **Case Study:** Uber’s trauma response protocol

Module 8: Crisis Management and Mental Health

- Identifying mental health crises
- Responding without stigmatizing
- Communication during crisis events
- Escalation procedures and referrals

- Post-crisis support planning
- **Case Study:** Starbucks' mental health crisis playbook

Module 9: Building Resilience in Teams

- What is workplace resilience?
- Strategies to boost collective resilience
- Encouraging adaptive problem-solving
- Resilience workshops and retreats
- Personal vs. professional boundaries
- **Case Study:** Adobe's resilience curriculum

Module 10: Inclusive Mental Health Strategies

- Understanding intersectionality in mental health
- Supporting marginalized and neurodivergent employees
- Inclusive language and communication
- Equity-based resource allocation
- Mental health allyship programs
- **Case Study:** Salesforce's inclusive wellbeing initiatives

Module 11: Supporting Mental Health in Remote Work

- Remote-specific stressors and isolation
- Digital tools for mental wellness
- Building virtual communities of care
- Flexible scheduling for work-life balance
- Tracking mental wellbeing remotely
- **Case Study:** Buffer's approach to remote mental health

Module 12: Measuring Mental Health Outcomes

- Creating measurable wellbeing indicators (KPIs)
- Gathering employee mental health feedback
- Using surveys and tools (e.g., GHQ-12)
- Analyzing engagement and absenteeism data
- Reporting and continuous improvement
- **Case Study:** PwC's mental health analytics

Module 13: Training Managers for Mental Health Leadership

- Coaching for compassion and communication
- How managers can spot early warning signs
- Creating open dialogue and listening spaces
- Building manager accountability in wellbeing
- Integrating mental health into 1:1s
- **Case Study:** Amazon's Wellbeing Leader Training

Module 14: Partnering with Mental Health Professionals

- When to involve a therapist or counselor
- Structuring Employee Assistance Programs (EAPs)
- Collaborating with external partners
- Referrals and support channels
- Confidentiality and legal compliance
- **Case Study:** IBM's EAP collaboration model

Module 15: Developing a Mental Health Culture Roadmap

- Assessing current workplace mental health culture
- Identifying gaps and opportunities
- Setting short- and long-term goals
- Involving employees in program development
- Sustaining momentum with champions and incentives
- **Case Study:** Unilever's long-term mental wellness roadmap

Training Methodology

- **Experiential Learning**: Interactive role-plays, group activities, and real-life scenarios
- **Case-Based Learning**: Application of theory through industry-specific examples
- **Collaborative Workshops**: Peer-led discussions to foster insight and shared experience
- **Expert Panels**: Live Q&A and talks by mental health professionals and HR leaders
- **Workplace Simulations**: Practice crisis response, conversations, and resilience-building
- **Toolkit Distribution**: Checklists, guides, and templates for post-training implementation

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

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