



SPEAK[®]

Mental wellbeing program for leaders



GNORIZO
Know how to achieve



**EXECUTIVE
CENTRAL**

SPEAK[®] stands for:

Signs

Signs an individual may be experiencing a mental health concern

Prepare

How you Prepare to SPEAK

Environment

Considering the Environment, including time, timing and place

Articulate

What you need to Articulate

Know

What you need to Know

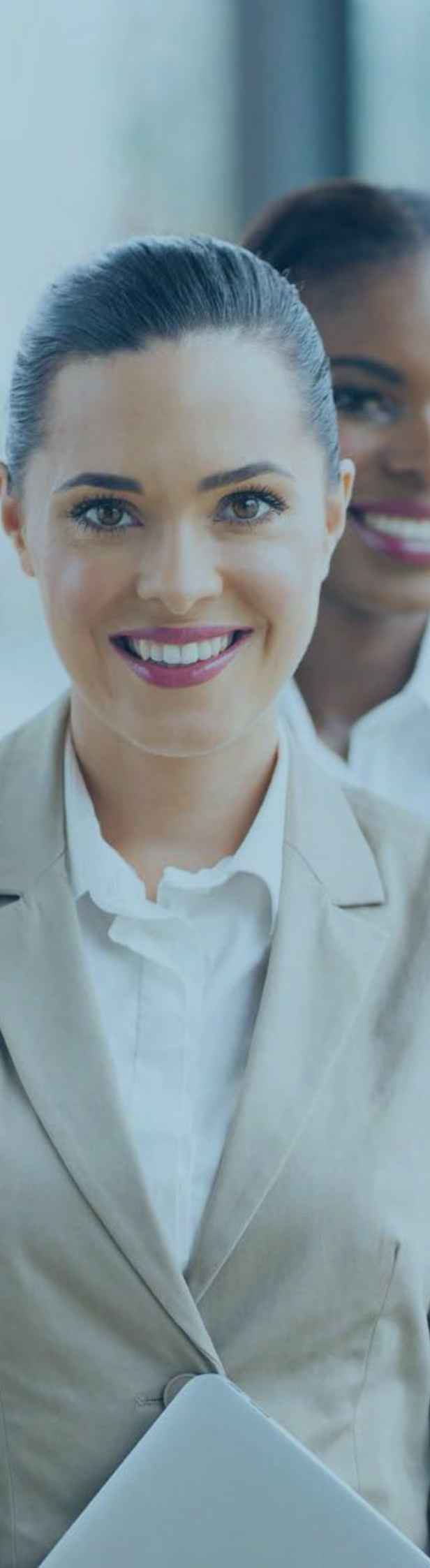
The SPEAK[®] mental wellbeing program builds leader awareness of mental health concerns within the organisation.

SPEAK[®] provides leaders with training and individual support on initiating, engaging and managing critical conversations about mental health and wellbeing, whether amongst teams or with individual staff.

SPEAK[®] equips all leaders and staff with guidelines, strategies and resources for understanding, identifying, responding to and managing individual mental health concerns, and supporting mental wellbeing.

SPEAK[®] provides guidance on developing best practice mental wellbeing initiatives. The program fosters a psychologically healthy and safe workplace and individual capacity to manage workplace pressures, thereby improving resilience and retention. Speaking about mental health concerns may assist with understanding what could be impacting on someone's behaviour or performance.

SPEAK[®] may change someone's life.



SPEAK[®] INVOLVES THREE KEY COMPONENTS:

1. 2 - hour SPEAK[®], training on the skills needed to SPEAK[®] with your team.
2. One-on-one participant coaching from a senior executive coach to strategize how you SPEAK[®] with your team.
3. A digital resource kit: Information, tips, content and guidance to support leaders to embed SPEAKing in team culture.

AUDIENCE

The SPEAK[®] program enhances the organisation's capacity to support the mental health and wellbeing of its most valuable resource - its staff. Specifically, it equips leaders with the approaches, attitudes, tools, and techniques to enable earlier intervention and improved mental wellbeing management outcomes.

The audience for SPEAK[®] is middle to senior organisational leaders who need the skills and knowledge to effectively support and manage the mental wellbeing of their staff.

It is recommended SPEAK[®] sessions be introduced by a senior leader, demonstrating organisational commitment and creating buy-in for the program and to mental health and wellbeing. Each session is structured so that attendees participate with peers, facilitating trust and capacity for open conversations.

KEY TAKEAWAYS FOR PARTICIPANTS

- The skills to identify signs of mental health concerns in self and others
- The skills to have conversations with staff experiencing mental health concerns
- Guidance on referrals: where to refer staff for professional support
- Access to a resource kit for keeping mental health and wellbeing alive in the organisation

WHY YOU NEED TO SPEAK[®]

Creating resilience through mental health and wellbeing is key to a high performing culture. In the current climate of social isolation and increased work pressure, the SPEAK[®] program is especially relevant.

The SPEAK[®] program provides the knowledge and skills to proactively foster a psychologically healthy and safe workplace, developing individual capacity to manage workplace pressures and build resilience. The benefits of SPEAK[®] extend to the entire organisation, enhancing the internal and external brand and supporting growth.

WHAT'S UNIQUE ABOUT SPEAK[®]?

The SPEAK[®] program

Provides skills and understandings that engage everyone in the organisation - not just leaders

Creates a shared positive culture of attention to mental health and wellbeing

Provides an actionable toolkit for both preventing and managing psychological risk

Moves on from EAP outsourcing models, instead building resilient and positive cultures within the organisation

Transformative impacts on culture, performance and productivity as flow-on effects





EVIDENCE SUPPORTS THE IMPORTANCE OF WORKPLACE WELLBEING

The impact of mental health issues on organisational productivity, performance and safety is well established, with a solid body of academic studies on the issue, as surveyed by Harvard University. (2010)¹ and WHO (2019)². The 2014 PWC, creating a mentally healthy workplace: Return on investment analysis report demonstrated an ROI of 2.3, with benefits in increased productivity and performance, decreased absenteeism and reduced compensation claims.³

The PWC Report noted the prevalence of mental health issues in Australia, (with 45% of Australians between the ages of 16 and 85 experiencing a mental health

issue at some point in their lives), and the impact on organisational performance. A broad spectrum of industries were found to be affected by mental health conditions, from finance and insurance, to IT, mining, construction, hospitality, media, professional technical and arts and recreation.⁴

Mental health and wellbeing concerns are intensified given COVID-19. An article by the Australian Institute of Company Directors confirms 'Why leaders must talk to staff on mental health' (2020)⁵. Given the high level of mental health issues and subsequent rising insurance claims, a gap in corporate risk management and leadership in this area is evident. Appropriately managing mental health concerns may assist with understanding what could be impacting on a team, team member and/or organisational performance.

WELLBEING IMPACTS THE BOTTOM LINE

Evidence-based research has identified wellbeing in the workplace as positively impacting on the bottom line.⁶ Research has also identified occupations with higher risk of common mental health concerns may be those with high job demands, particularly emotional demands and lack of job security.⁷

As a staggering \$4.3 billion in lost productivity each year is due to undiagnosed depression, early intervention and adequate management of mental health concerns in the workplace are vital, more so now than ever before given the impact of COVID-19 on mental health.⁸

¹Harvard University. Mental health problems in the workplace (2010): https://www.health.harvard.edu/newsletter_article/mental-health-problems-in-the-workplace

²WHO. Mental Health and Substance Use. Mental Health in the workplace (2019): <https://www.who.int/teams/mental-health-and-substance-use/mental-health-in-the-workplace>

³PwC PricewaterhouseCoopers Australia, Creating a mentally healthy workplace: Return on investment analysis (2014).

⁴PwC PricewaterhouseCoopers Australia, Creating a mentally healthy workplace: Return on investment analysis (2014).

⁵Australian Institute of Company Directors. Why leaders must talk to staff on mental health (2020): <https://aicd.companydirectors.com.au/membership/membership-update/why-leaders-must-talk-to-staff-on-mental-health>

⁶Harter, J.K., Schmidt, F.L., & Keyes, C.L.M. (2003). Flourishing: The Positive Person and the Good Life (Chapter 9, pp. 205-224), edited by Corey L.M. Keyes and Jonathan Haidt, and published by the American Psychological Association in November 2003.

⁷Stansfeld, S. A., Rasul, F. R., Head, J., Singleton, N. (2011). Occupation and mental health in a national UK survey. *Journal of Social Psychiatry Psychiatric Epidemiology*. 46:101-110.

⁸Whiteford, H.A., Sheridan, J., Cleary, C.M., and Hilton, M.F. "The work outcomes research cost-benefit (WORC) project: the return on investment for facilitating help seeking behaviour," *Australian and New Zealand Journal of Psychiatry* 39, Suppl.2 (2005): A 37.

PARTNERSHIP STORY



EXECUTIVE COACHING AND MENTAL HEALTH & WELLBEING

At Executive Central we have for a long time been aware of the positive impact of executive coaching on mental health and wellbeing. Our experience with our clients is well supported by the literature in the field. However we see an increasing need amongst our client groups for training and development in this area: the need to equip organisational leaders with more powerful tools to lead on wellbeing, particularly in COVID-19 times.

So we are thrilled to partner with **Mina Candalepas**, Director of Gnorizo and founder of the SPEAK[®] mental wellbeing program. Mina brings 25 years' experience in consulting and 20 years clinical practice to the disciplines of psychology and leadership.

Mina carries with her the same ethos of care for clients that we hold dear in Executive Central. Her commitment to genuine and authentic client care is apparent in the way she connects with and respects client needs.



MINA CANDALEPAS
DIRECTOR, GNORIZO



GLENN BALL
DIRECTOR, EXECUTIVE CENTRAL

EXECUTIVE CENTRAL COACHES

Executive Central's partnership with Gnorizo allows for the coaching and facilitation capability to provide and upscale, SPEAK[®], an evidence-based mental wellbeing program for leaders that will be transformative for all your people.

If your organisation is already passionate in individual and organisational wellbeing, we can help you translate that passion. If you are aware of gaps in this area and would simply like to find out more, as practical business-focused coaches would be pleased to talk it through with you, keeping in mind the particular context and constraints of your organisation.

“Through my coaching experience, I’ve seen the identification and having to deal with mental health concerns as one of the hardest things a people leader needs to do. Not a lot of leaders are trained in looking out for the signs and what to do next. Not dealing with this can have devastating outcomes on staff and teams.”

Glenn L. Ball | Director



If you have any questions please connect back to your Executive Central contact. Alternatively, you can call me on **0402 313 795** or email me at todd.everitt@executivecentral.com.au

Todd Everitt

Managing Director, Executive Central

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