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Mental Health in the Workplace

Create workplaces where wellbeing and performance work together.

This CPD-accredited course helps leaders and teams turn mental health awareness into action. It explores what affects mental health at work, how to recognise early signs of stress, and how to respond with care.

Through open discussion and reflection, participants learn how to build trust and create an environment where people feel supported to do their best work. The course also explores how culture and leadership shape wellbeing, helping organisations make mental health part of daily working life rather than a standalone initiative.

Who's it for

- **HR and People Managers** shaping workplace wellbeing and inclusion strategies
- **Line managers and supervisors** who want to recognise early signs and support their teams
- **Wellbeing leads** embedding resilience and mental health awareness into policies and culture
- **Senior leaders** building open, supportive workplaces that value both health and performance.

Almost half of UK work-related ill-health cases are caused by stress, depression, or anxiety.

Pricing

In-person delivery

- Delivered at your site, up to 12 participants
  Contact us for a quote

E-learning delivery

- From £110 / $220 per user, per course
- Organisation licence available for larger teams

Learning Outcomes

- Understand why mental health matters at work and how it affects individuals, team dynamics, and overall organisational performance.
- Recognise common challenges and early warning signs of poor mental health, including stress, anxiety, and burnout, and know how to respond effectively.
- Build confidence to start supportive conversations and offer meaningful help while maintaining appropriate boundaries and professionalism.
- Understand the legal, ethical, and organisational responsibilities that shape workplace wellbeing and the employer's duty of care.
- Develop practical strategies to manage pressure, strengthen resilience, and promote a culture of openness and psychological safety across teams.
- Signpost internal and external support with confidence and compassion, ensuring people know how to access the right help at the right time.

Course structure: Mental Health in the Workplace

Each module gives people the knowledge and confidence to support mental health with care and understanding. The sessions combine reflection and discussion with practical tools for recognising signs, starting conversations, and improving culture. The goal is to help organisations make wellbeing a shared responsibility, not a standalone policy.

Module 1: Introduction to Workplace Mental Health

Understand what mental health really means and why it matters.

This module explores how workplace culture, leadership, and environment shape wellbeing. Learners examine how mental health affects communication, motivation, and performance, and reflect on their own attitudes and experiences. It creates a shared understanding and language for discussing mental health with openness and confidence.

Module 2: Understanding Common Mental Health Challenges

Recognise and respond to challenges before they escalate.

Learners explore the most common issues affecting employees, including stress, anxiety, and burnout. The module focuses on spotting early signs, starting supportive conversations, and promoting awareness without stigma. Practical scenarios help participants build the confidence to act early and appropriately.

Module 3: The Role of Employers and Managers

Understand the responsibilities that come with leadership.

This module examines the legal, ethical, and cultural duties employers have when supporting mental health at work. Learners explore how management style, communication, and trust influence wellbeing. They gain practical strategies for creating safe spaces where people feel seen, supported, and valued.

Module 4: Building a Supportive Workplace Culture

Turn awareness into everyday action.

Learners discover how culture drives wellbeing and how openness, inclusion, and recognition can replace silence and stigma. The module explores policies, behaviours, and day-to-day practices that embed wellbeing into the fabric of the organisation.

Module 5: Stress Management and Resilience Strategies

Learn how to balance pressure and performance.

This module teaches practical techniques for managing energy, preventing burnout, and building resilience across teams. Learners identify the difference between healthy challenge and harmful stress, using small, repeatable actions that protect wellbeing and sustain focus.

Module 6: Policies, Legal Considerations, and Support Pathways

Combine structure with compassion.

The final module brings policy and practice together, helping participants align compliance with care. Learners explore how to develop clear wellbeing policies and confidently signpost both internal and external support. The focus is on creating clarity, consistency, and trust.

Book Today

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Mapped Out Solutions (MOS) specialise in designing practical Management Operating Systems that strengthen leadership, improve stability, and support high-risk, high-demand environments.

Our work blends consultancy, training, and tools that make operational excellence achievable and repeatable.