ORGANISATIONAL MENTAL HEALTH AND WELLBEING PROGRAMS.

communicorp

INTRODUCING COMMUNICORP

Communicorp is a leading provider of workplace psychology solutions and the partner of choice for organisations that are committed to creating a psychologically safe and healthy workplace.

WE DELIVER

- Mental health and wellbeing programs
- Proactive wellbeing coaching
- Psychosocial risk management services
- Mental health and wellbeing strategy development
- Team and organisational culture reviews
- Specialised assessment services

MENTAL HEALTH & WELLBEING PROGRAMS

Communicorp programs deliver high quality learning in an engaging and flexible format. Our team of Psychologists and Consultants can also develop tailored and scalable solutions to meet your specific business needs.

Leading Practice:

Designed by Registered Psychologists and adult learning specialists, our programs are evidence-based, relevant and practical.

Engaging & Flexible Delivery:

Virtual and face-to-face workshops and online learning modules are available and can be customised for your audience. Workshops are typically 3-hour modules delivered in a half day (one module) or full-day (2 modules) format.

Exceptional Feedback:

Program participants report increased confidence and skills, and 94% say they would recommend our programs to others.

Manage Risk & Elevate Wellbeing:

Manage key psychosocial risks for your business, enhance early help-seeking behaviours and intervention, and reap the benefits of a healthy, happy team.

MENTAL HEALTH AND WELLBEING

WORKPLACE MENTAL HEALTH ESSENTIALS

Workplace Mental Health Essentials is our flagship program. This workshop explores the mental health continuum and encourages positive help-seeking behaviours.

It includes warning signs to look out for and care strategies for self and others.

Mental health essentials is often recommended as a precursor to other workshops.

Format: Face-to-face: ½ day workshop; Virtual: ½ day; eLearning module: 30 minutes.
Audience: All employees.

Learning Outcomes:
- Understand the role you play in contributing to a psychologically safe and healthy workplace
- Learn to recognise the early warning signs of compromised mental health in self and others
- Develop insights into the practical skills for wellbeing conversations
- Explore escalation and support pathways for managing compromised mental health
- Understand the importance of self-care for developing resilience

WORKPLACE MENTAL HEALTH ESSENTIALS FOR LEADERS

This workshop empowers leaders with the skills to identify and support team members facing mental health challenges.

It instils confidence in addressing psychosocial hazards and balancing performance management and wellbeing needs.

Format: Face-to-face: Full day workshop; Virtual: Full day.
Audience: People leaders.

Learning Outcomes:
- Understand the business case for investing in mental health in the workplace
- Understand the people leader's role in cultivating a mentally healthy workplace
- Learn early identification skills of compromised mental health
- Learn practical skills for managing compromised mental health of employees
- Identify and manage psychosocial hazards in the workplace
- Manage the return to work process
- Understand the importance of self-care for developing resilience

PSYCHOLOGICAL FIRST AID

Psychological First Aid is a practical, evidence-based approach to prevent and manage psychological injury and promote positive wellbeing.

This workshop introduces current best practices and incorporates the 'look, listen, and link' model endorsed by the World Health Organisation.

Format: Face-to-face: ½ day workshop; Virtual: ½ day.
Audience: All employees.

Learning Outcomes:
- Understand own role in supporting others
- Identify signs of distress
- Build capability and confidence to initiate a conversation about mental health and/or respond to signs of distress
- Understand how to identify and address risks of suicide and harm to self or others
- Self-care strategies

PSYCHOSOCIAL RISK MANAGEMENT

PSYCHOSOCIAL RISK MANAGEMENT FOR LEADERS

New WHS regulations put a spotlight on factors that impact our mental health at work. The Lead Well: Psychosocial Risk Management program adopts a practical, plain-English approach to help leaders understand these factors and develop skills to lead for better psychological health and safety. The program provides an overview of a leader's obligations to manage psychosocial risks in the workplace and builds confidence and capability to address these risks.

Format: Face-to-face: ½ day workshop; Virtual: ½ day.
Audience: People leaders.

Learning Outcomes:
- Understand legislative and regulatory requirements and the responsibilities of people leaders
- Learn how to identify and address psychosocial risks in your team
- Explore practical strategies to foster psychological safety and team wellbeing

MASTERCLASS IN PSYCHOSOCIAL RISK MANAGEMENT

This masterclass introduces a framework to manage psychosocial risk and practical implementation steps.

It equips participants with knowledge and resources to comply with legislative obligations and genuinely improve the employee experience.

Format: Face to face: Full day workshop; Virtual: Full day.
Audience: WHS and P&C leaders.

EXECUTIVE BRIEFING

This briefing introduces psychosocial risk management legislation and international standards and clarifies the obligations of employers and leaders. There is a focus on the role of senior leaders in fostering a psychologically safe and healthy workplace.

Format: Face-to-face: 1 hour workshop; Virtual: 1 hour.
Audience: Executive Leaders and Board members.

Learning Outcomes:
- Understand the legislative and regulatory requirements of employers
- Build knowledge and capability to apply the Code of Practice in your organisation
- Learn how to plan and execute an organisation-wide approach to psychosocial risk management

UNCONSCIOUS BIAS

Diversity and inclusion are vital for business success. Confronting unconscious bias is crucial to fostering a diverse and inclusive work culture where both individuals and teams thrive. In this session, learn about common unconscious biases and sharpen your ability to identify biased thinking in yourself and others. Discover powerful actions to counteract the impact of unconscious bias in the workplace and help cultivate a more inclusive and dynamic workplace.

Format: Face-to-face: ½ day workshop; Virtual: ½ day.
Audience: All employees. **Pre-work:** Implicit Association Assessment

Learning Outcomes:
- Increase awareness of Diversity and Inclusion
- Understand common biases and how it can impact our decision making
- Increase awareness of personal biases in self and others, and the skills to reduce their impact
- Explore key strategies to manage bias and supporting a diverse workforce

UNCONSCIOUS BIAS FOR LEADERS

Leaders play a crucial role in tackling unconscious bias to foster psychologically safe and healthy work environments where every team member can thrive. In this session, build awareness of common unconscious biases and their impact on work performance and the employee experience. Gain insight into personal biases and learn how to mitigate their effects as a leader. Explore evidence-based strategies and key actions leaders can take to eliminate bias in the workplace and drive positive change. By addressing these issues head-on, you can create a more inclusive, equitable, and high-performing workplace.

Format: Face-to-face: ½ day workshop; Virtual: ½ day.
Audience: People leaders. **Pre-work:** Implicit Association Assessment

Learning Outcomes:
- Increase awareness of Diversity and Inclusion
- Understand common biases and how it can impact leadership decisions
- Increase awareness of personal biases in self and others, and the skills to reduce their impact in leadership roles
- Increase skills in inclusive leadership
- Explore strategies and set goals to mitigate unconscious bias in the workplace

RESPECT@WORK MASTER CLASS

This Master Class equips your HR, OD workplace relations, and safety leaders with in-depth knowledge of sexual harassment in the workplace, and the positive duty to address this under the Sex Discrimination Act. Module 1 focuses on understanding the landscape, legislation, and case examples. Module 2 focuses on taking action and the role of leaders.

Format: Face to face: Full day workshop; Virtual: Full day.
Audience: People & Culture & WHS team members

Learning Outcomes:
- Build knowledge of sexual harassment in the workplace, including what it is and prevalence, drivers and impact.
- Clarify legislative changes and obligations including Sex Discrimination Act positive duty and WHS regulations on managing psychosocial hazards
- Understand how to apply a systems approach to meet legislation obligations and proactively guard against sexual harassment in your workplace
- Case study analysis and learning
- Practical steps to implement Respect@Work and create a safe and respectful workplace

RESPECT@WORK FOR LEADERS

This workshop enables people leaders to understand the consequences of sexual harassment and inappropriate behaviour in the workplace. It provides an overview of legislative changes, leader responsibilities, and practical guidance for responding to, preventing, and mitigating the risk of workplace sexual harassment.

Format: Face to face: ½ day workshop; Virtual: ½ day.
Audience: People Leaders

Learning Outcomes:
- Raise awareness of the prevalence, drivers, and impact of sexual harassment in the workplace
- Clarify the role and responsibilities of leaders in the context of legislation
- Provide an understanding of how to create a safe and respectful workplace
- Build knowledge of trauma-informed approaches to disclosure and management
- Guidance and reflection focused on how to take action in your organisation

CHALLENGING INTERACTIONS

HANDLING AGGRESSIVE BEHAVIOUR FOR LEADERS

Aggressive customer behaviour can have a significant impact on the safety and wellbeing of team members.

In this workshop people leaders learn to support their team with proactive approaches to managing aggressive behaviour in the workplace.

Format: Face-to-face: ½ day workshop; Virtual: ½ day.
Audience: People leaders.

Learning Outcomes:
* Explore evidence-based strategies to prevent aggressive customer behaviour
* Build confidence and skills to coach staff in de-escalation techniques
* Learn how to provide effective and proactive post-incident support
* Self-care strategies for leaders and team members

HANDLING AGGRESSIVE BEHAVIOUR

Ideal for frontline employees working with aggravated and potentially aggressive clients.

This workshop equips participants with confidence, skills and practical resources to identify and safely address unacceptable behaviours.

Format: Face-to-face: ½ day workshop; Virtual: ½ day; eLearning module: 30 minutes
Audience: All employees.

Learning Outcomes:
* Learn how to de-escalate intense emotions using practical, evidence-based techniques and strategies
* Understand how to utilise the physical space to keep safe, apply victim posturing and find exit strategies in situations where de-escalation strategies are insufficient
* Gain confidence in following escalation protocols and reporting incidents appropriately
* Develop skills in how to provide support to others following an incident
* Identify self-care strategies participants can use to maintain positive wellbeing after an incident has occurred

WORKING WITH DISTRESSED AND VULNERABLE PEOPLE

This workshop equips frontline employees to understand boundaries in their role and provide appropriate support and referral pathways for distressed clients and stakeholders.

Format: Face-to-face: ½ day workshop; Virtual: ½ day.
Audience: All employees

Learning Outcomes:
* Identify and understand vulnerability and distress in people
* Learn strategies to manage a difficult conversation
* Know and stay within the limits and boundaries of your role
* Identify risks of suicide and self-harm and escalate safely
* Self-care during and after difficult interactions

DEVELOPING PRACTICAL RESILIENCE

Increased stress, productivity demands, busier schedules and frequent change means resilience is not just a 'nice-to-have' in the workplace – it's vital. This workshop covers the practical elements of resilience, how it links to individual and organisational wellbeing and productivity, and individual action planning.

Format: Face-to-face: ½ day workshop; Virtual: ½ day.
Audience: All employees.

Learning Outcomes:
- Understand what resilience is and how it empowers people to recover quickly from adverse events and setbacks
- Explore the seven resilience factors that promote wellbeing and flourishing: personal mission, values alignment, emotion management, problem solving, concentration & focus, social involvement and physical wellness
- Develop evidence-based resilience strategies for immediate application within and outside of the workplace
- Design a personal action plan to enable sustainable change

DEVELOPING RESILIENT TEAMS

Far too often, team members are surviving – not thriving – and operating in ways that are not sustainable in the long term.

In this workshop, we focus on practical tools that leaders can use with their teams to promote wellbeing, synergy and cohesion.

Format: Face-to-face: ½ day workshop; Virtual: ½ day.
Audience: People leaders.

Learning Outcomes:
- Review the range of challenges and stressors that affect teams in modern day workplaces
- Understand how a strengths-based approach can be leveraged to increase collaboration and team performance
- Develop skills to constructively check in with colleagues and engage in difficult conversations
- Explore the seven resilience factors that promote wellbeing and flourishing: personal mission, values alignment, emotion management, problem solving, concentration & focus, social involvement and physical wellness
- Design a personalised action plan to enable sustainable changes in your team

RESILIENCE THROUGH CHANGE

This workshop provides participants with an understanding of the psychology of workplace change and how to work effectively through uncertainty.

Utilising contemporary theories of stress, positive psychology and our practical resilience framework, the workshop highlights key behavioural, cognitive and social factors people can focus on to successfully navigate uncertainty and change.

Format: Face-to-face: ½ day workshop; Virtual: ½ day.
Audience: All employees.

Learning Outcomes:
- Understand psychological responses to change and their impact on yourself and others
- Learn practical ways to build and maintain personal resilience through uncertainty and change
- Develop strategies to navigate change successfully

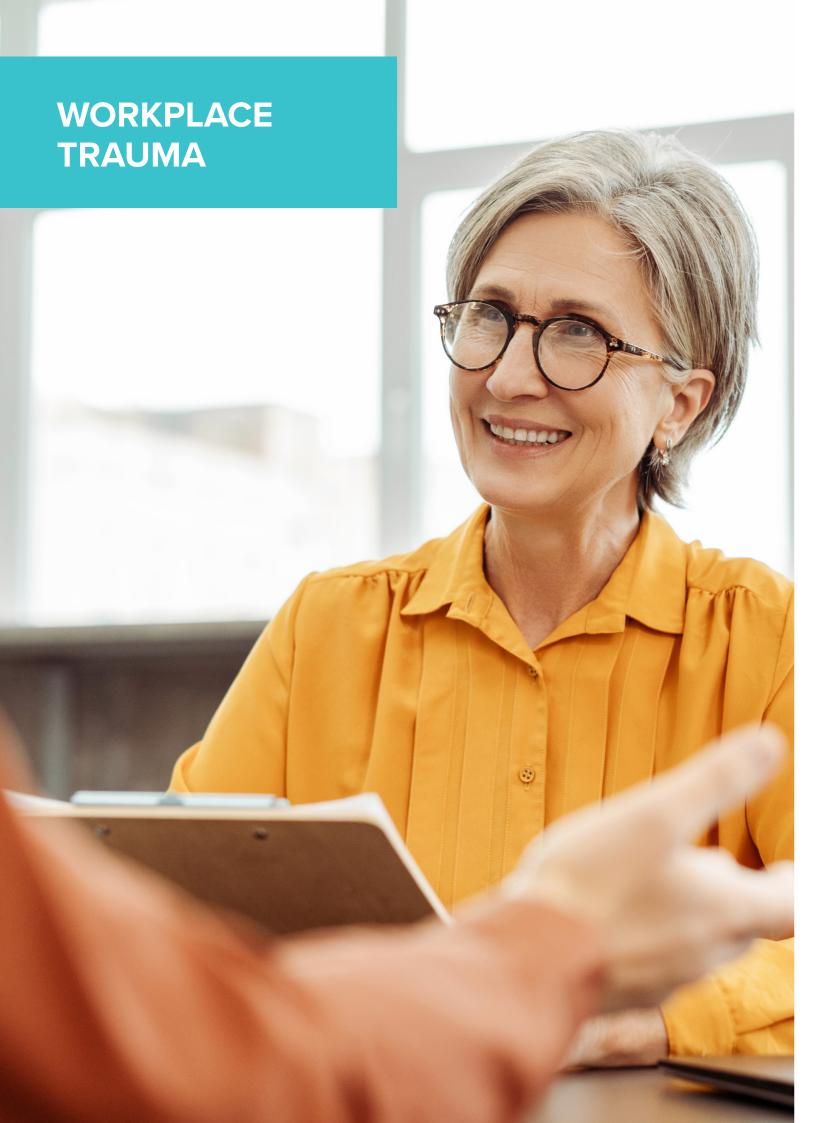## LEADING TEAMS THROUGH CHANGE

This workshop equips people leaders with an understanding of the psychology of workplace change and how to proactively support team members through uncertainty and ambiguity. It includes practical ways to exert influence and intervene appropriately to smooth people's transition through workplace change and minimise business interruptions.

Format: Face-to-face ½ day workshop; Virtual: ½ day.
Audience: People leaders.

Learning Outcomes:
- Learn the typical responses to change that you might see within a team
- Understand how to communicate change effectively
- Explore strategies to navigate different responses to change
- Build confidence to support teams effectively through uncertainty and change

WORKPLACE TRAUMA

VICARIOUS TRAUMA

This workshop provides participants with an understanding of vicarious trauma and introduces practical, preventative strategies to mitigate this risk.

It is highly relevant for employees who are exposed to traumatic content and/or work with people who have experienced trauma.

Format: Face-to-face: ½ day workshop; Virtual: ½ day; eLearning: 2x 20-minute modules.
Audience: All employees.

Learning Outcomes:
- Define and understand the nature of vicarious trauma
- Identify potential triggers for vicarious trauma within the context of your work environment
- Recognise the impact and early warning signs of vicarious trauma
- Learn self-care strategies for managing vicarious trauma
- Explore avenues for additional support

VICARIOUS TRAUMA FOR LEADERS

This program helps leaders understand and manage the risk of vicarious trauma within their teams. It builds on the Vicarious Trauma program and includes practical strategies to mitigate this risk and a leader toolkit to support the wellbeing of their team members.

Format: Face-to-face ½ day workshop, Virtual: ½ day.
Audience: People leaders.

Learning Outcomes:
- Understand the nature of vicarious trauma
- Identify potential triggers for vicarious trauma within the context of your work environment
- Understand your role as a leader and your duty of care
- Recognise the impact and early warning signs of vicarious trauma within your team
- Explore personal and workplace risk factors, and strategies to address these
- Build awareness of different supports and referral pathways

VICARIOUS TRAUMA EXTENSION

The vicarious trauma extension workshop has been designed for participants in roles at heightened risk of vicarious trauma.

The content incorporates protective approaches and strategies to optimise self-monitoring and self-management.

It builds on the Vicarious Trauma program.

Format: Face-to-face: ½ day workshop; Virtual: ½ day.
Audience: Employees in senior or specialised roles at heightened risk of vicarious traumas.

Learning Outcomes:
- Define and understand the nature of vicarious trauma
- Identify potential triggers for vicarious trauma within the context of your work environment
- Recognise the impact and early warning signs of vicarious trauma
- Learn self-care strategies for managing vicarious trauma
- Explore avenues for additional support

VIEWING OBJECTIONABLE MATERIALS

The Viewing Objectionable Material program develop psychological preparedness for dealing with potentially traumatising exposure to objectionable material in the workplace.

It equips participants to develop a resilience toolkit to aid in managing stress and self-monitoring when exposed to objectionable content.

Format: Face-to-face ½ day workshop; Virtual: ½ day.
Audience: All employees.

Learning Outcomes:
- Understand the unique stressors associated with exposure to objectionable materials
- Learn how to identify signs of secondary stress / vicarious trauma in yourself and others
- Practice strategies to promote positive wellbeing
- Build self-awareness and the ability to monitor impacts and stress
- Develop practical strategies to implement in the workplace to deal with viewing of objectionable materials and related issues

WEBINARS

Communicorp webinars break down the stigma associated with workplace mental health and raise awareness of roles, responsibilities, and support pathways.

Webinars are 60-minutes and include facilitated Q&A. They are ideal if you want to reach a large audience and raise awareness of the importance of wellbeing at work.

Topics:

Recharge your batteries

Living with uncertainty

Compassion fatigue

Understanding and harnessing strengths

Focused recovery - tools for managing burnout

The productivity trap

Valuable conversations

Managing high workloads

Growth mindset

Psychological safety

Leading for wellbeing

Supporting self and others through change

Leading high performing teams

Psychosocial risk 101

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