

Workplace Mental Health Leadership™ Certificate Program Information

Many Canadians experience mental health issues that affect their ability to remain productive and focused on the job. Controlling the associated costs and risks are critical for any organization, but what about the human impact of mental health in the workplace?

Leaders within an organization play a pivotal role. Employees who describe their relationships with their leaders as positive and supportive experience:

- Improved mental health as well as health in general
- Lower rates of absenteeism
- Higher levels of engagement
- Greater productivity

The Workplace Mental Health Leadership™ Certificate Program is the first of its kind in Canada, developed in partnership with Bell Canada Mental Health and Anti-stigma Research Chair and the Faculty of Health Sciences at Queen's University. The practical framework and leadership skills introduced align with evidence-based and industry best practices, including the National Standard for Psychological Health and Safety in the Workplace. Certification showcases organizational leadership and commitment to a mentally healthy workplace.

Over the course of three modules, participants will explore the ever-expanding business case for a mentally healthy workplace. This includes an improved understanding of relevant legal, ethical, and business concerns. The program also supports the development of empathetic and solution-focused leadership skills, which can be transferred to a variety of professional settings and situations.

Completion of the three-module certificate program will facilitate increased:

- Awareness of the importance of a mentally healthy workplace
- Accountability for a safe and healthy workplace
- Recognition of the factors that influence a mentally healthy workplace
- Capacity to respond to potential health issues, improving the likelihood of a positive outcome

Audience

- Frontline leaders (supervisors, managers, team leads), responsible for managing employee performance
- Leaders and human resource professionals
- Those seeking professional certification for mental health in the workplace
- Individuals seeking to improve their ability to recognize and respond effectively to mental health issues

Module I: Introduction to a Mentally Healthy Workplace

The first module provides an overview of the topic from a health and business perspective, including the importance of good mental health; understanding the leader's role and business case for promoting a mentally healthy workplace; an exploration of common mental health problems and observable warning signs; the impact of negative stereotypes and stigma; as well as strategies for supporting mental health and resiliency.

Module II: The Leader's Role in Early Intervention, Recovery and Return to Work

This module takes a more in-depth look at the leader's role and accountability for addressing behaviour and performance issues where mental health issues may be present. Leaders will be encouraged to develop practical skills for addressing behaviour and performance issues, balancing the needs of the employee, team, and business.

The module will consider some of the legal, business, and human considerations to help support performance during the recovery and return to work periods.

Module III: Promoting a Mentally Healthy Workplace

Based on the National Standard for Psychological Health and Safety in the Workplace, this module provides leaders with foundational leadership practices to promote a mentally healthy work environment. Leaders will be encouraged to consider some of the factors, as well as their scope of influence over workplace behaviours, norms and practices that contribute to a mentally healthy workplace.

Certificate of Completion

Upon successful completion of Modules I, II and III, including examinations for each module, participants will receive a certificate from Queen's University in Workplace Mental Health Leadership™ Certificate Program.

Learning Formats

Participants will have access to the online module coursework, readings, assessment tools and knowledge assessments through OpenCircle's Learning Management System, which tracks successful completion of module coursework and examination results.

The content of each module is as follows:

Module I

Virtual Classroom (1.5 hours)
Online Learning Lab/Review
Online Exam

Module II

Virtual Classroom (1.5 hours)
Online Learning Lab/Review
Online Exam

Module III

Self-Directed Learning
Online Exam