

TeksMed's Mental Health in the Workplace Series

Zeifmans is pleased to share TeksMed's Mental Health in the Workplace Training options that are available to you during Dave Phillips' upcoming visit to Ontario from **April 12th- 14th**. Of special interest is the **Guarding Minds at Work Assessment**. A survey tool will be provided in advance; Phillips will review your company's results and meet with your executive team to develop a strategic plan to promote a culture of positive mental health in your workplace.

TeksMed not only manages both occupational and non-occupational disability claims on behalf of employers, they try to mitigate the risk of such and promote healthy workplaces.

Creating and maintaining a healthy workplace is crucial for employee retention, avoiding increased WSIB and STD/LTD premium increases and becoming/remaining an employer of choice. Mental health seems to be at the forefront these days with more Canadians missing time from work due to mental health concerns than ever before.

We welcome you to take advantage of any of these in-person consultations/workshops. For further information, pricing and scheduling needs, please reach out to Barbara Staring at bstaring@teksmed.com or 437-335-0731. Time slots will be provided on a first-come, first-serve basis.

Our Presenter

Chief Mental Health Officer at TeksMed, **Dave Phillips, MSc, MDiv, RCC**, is a psychotherapist and passionate workshop presenter who has earned two graduate degrees in counseling psychology. Dave has over 30 years' experience as a counsellor and specialist in mental health in the workplace.

Considering his professional and life experience, Dave is uniquely qualified to come alongside people and organizations who recognize the importance of psychological safety and to help them lead in an emotionally intelligent way. Dave is renowned for his engaging approach at teaching, consulting and coaching managers in leading employees to maximize their potential in both union and non-union environments. He is grounded in current research and is committed to promoting an evidence-based, best practices approach wherever he works. Dave is also the principal trainer for a program launched by TheraPsil, a non-profit that advocates for access to psilocybin therapy.

Workplace Mental Health Training Options

Customized Consultations

Target Audience: Executives/Managers/Employees

Company-customized focused training and consultations can include:

- **Guarding Minds at Work (Two-Hour Private Consultation)**
 - Guarding Minds at Work is a survey instrument that assesses your workplace through the lens of the 13 psycho-social factors which are the basis of the National Standard for Psychological Safety in the Workplace.
 - The assessment survey will be provided and should be completed by a minimum of 10 employees (ideally representing various departments).
 - The surveys will be scored and assessed prior to a consultation with Dave Phillips who will meet with leadership to review the company's psychological safety/mental health "Report Card". This assessment allows companies to plan interventions which target areas requiring attention while retaining areas of strength. A plan for promoting a culture of positive mental health will be established.
 - This option requires a 4-week window prior to the consultation for the survey assessment to be conducted, scored and assessed.
- **Mental Health Review (One- or Two-Hour Private Consultation)**
 - An informal consultation with specific leadership personnel. Current company culture and areas of concern are addressed, key mental health indicators are reviewed, and recommendations are provided for a strategic plan to promote positive mental health in the workplace.

45-Minute Mental Health in the Workplace Learning Sessions

Target Audience: All Employees

These popular shorter sessions are perfect for staff lunch and learn meetings or training to be added on to your regular staff meetings. Topics include:

- **Building Emotional Resilience**
 - Focusing on building core strength is a growing theme in all disciplines of health science. This workshop highlights the three pillars of building emotional strength and resilience: gratitude, mindfulness, and self-compassion.

- **Mental Health Stigma**
 - 65% of all employees will not disclose a mental health problem to their employer because of fear of consequences of such a disclosure; this is the problem of stigma. This workshop helps normalize mental health problems so we can start talking openly about it.

 - **PTSD and the Trauma-Informed Workplace**
 - It is now thought that PTSD spectrum problems are at the heart of most mental health problems. Understanding trauma and creating work cultures and habits that support all workers in a sensible way strengthens all area of business and enterprise.
-

Mental Health in the Workplace Workshops – Leadership Training

Courage to Care – Strengthening Mental Health in the Canadian Workplace (One Hour)

Target Audience: CEO's, CFO's, Managers/Supervisors

With mental health problems now affecting almost 50% of Canadian families, there are probably few issues more relevant to companies and organizations wanting to develop healthy workplaces, increase productivity and keep health costs contained. Yet most of us are at a loss at even understanding this very complex issue. In this very engaging workshop, Mental Health Specialist, Dave Phillips, will give participants a way of understanding mental health problems from a perspective that naturally leads to a respectful and human-centered approach. Topics in this workshop include a focus on:

- Stigma as the key obstacle to effective management of employees with mental health problems.
- Depression, anxiety and substance abuse from a clinical perspective.
- PTSD and psychological trauma as underlying most of the common mental health issues we face today.
- The human brain as the key physiological mechanism underlying all mental health issues.
- A brief overview of groundbreaking psilocybin therapy and research that Dave's leading using psilocybin in a controlled clinical environment.

Primal Leadership – Developing Emotional Intelligence in the Workplace (Three Hours)

Target Audience: Managers/Supervisors/Team Leads

Effective business and industry leaders are distinguished not by their native intelligence (IQ) or subject knowledge, but by emotional intelligence (EQ), which in the context of the workplace includes characteristics like self-awareness and self-control; the ability to communicate and influence others; building bonds and creating group synergies. Emotional intelligence is the capacity for recognizing our own feelings and those of others, for motivating ourselves and for managing emotions effectively in ourselves and others.

- The focus of the course is on the development of emotional and social competencies by understanding the mechanics of emotional arousal and how this ubiquitous process often sabotages even the most effective managers, especially when this process goes unnoticed.

Mental Health Awareness (Three Hours)

Target Audience: Managers/Supervisors/Team Leads

This workshop focuses on understanding the common mental health conditions most employees may experience and equips participants to effectively intervene and support.

Topics include:

- Understanding Depression and Suicide
- Understanding Anxiety
- Understanding PTSD and Addictions
- How to help employees maximize their experience with the company's EAP counseling program

Self-Care for Leaders (Two Hours)

Target Audience: Managers/Supervisors/Team Leads

As we begin to emerge from all things COVID, it is becoming alarmingly clear that the women and men providing leadership in the workplace are showing significant signs of emotional and physical burnout. Clearly, we need to be supporting these leaders so that they do not end up as tragic HR statistics. This workshop is designed to help leaders recognize their specific internal triggers and to adapt patterns to support their long-term emotional health. The focus of this workshop will be on developing inner resilience.

For more information on Dave Phillips's work with psilocybin therapy, please see the link below.

Times Colonist, Roxanne Egan-Elliott, March 2021

<https://www.timescolonist.com/local-news/victoria-non-profit-launches-training-program-for-therapists-to-experience-psilocybin-trip-4688038>

