STARBUCK™ & Associates

STARBUCK ACADEMY · THRIVE · PROGRAMME BROCHURE

Mental Health for Managers

Notice, ask, listen and signpost with confidence

A practical video programme for managers who want to support their team's mental health with confidence and care. Ten short lessons take you from understanding your role to holding supportive conversations, signposting, adjustments and prevention.

- 10 video lessons of about 3 minutes
- 10 practical tools, workbooks and presentations
- 12 months' access
- Certificate of completion
- **CPD accreditation in progress**

£99

per person, per year, VAT included. Annual subscription.

academy.starbuckassociates.com
/courses/mental-health-for-managers/

ABOUT THE PROGRAMME

Why managers make the difference

Managers are often the first to notice when someone's usual pattern changes, and they shape much of what makes a working day manageable. Many hold back because they worry about saying the wrong thing or stepping beyond their role.

This course gives you a clear, practical approach: you are not a clinician, but you can notice, ask, listen and point people to the right help. It also looks at the work itself, and at looking after yourself while you support others.

Who it is for

Managers and team leaders at any level who want to feel confident supporting their team's mental health. It also works well as a lead-in to face-to-face Mental Health First Aid training, which organisations can book with Starbuck & Associates.

What you will be able to do

01 Explain your role in supporting mental health, and where it ends

02 Notice changes that suggest someone may be struggling, without labelling

03 Start a supportive conversation and listen without rushing to fix

04 Signpost to internal and external support, and respond if someone is at immediate risk

05 Agree workplace adjustments and support a good return to work, with HR advice

06 Reduce work-related pressure, look after yourself and build a team where it is okay to talk

THE PROGRAMME

Ten lessons

Each lesson comes with a practical tool, workbook pages and a workplace task, so you can use what you learn straight away. A short knowledge check closes every lesson.

01 **The manager's role in mental health**
What your role is and is not, why managers make a difference, and why boundaries are important.

02 **Mental health as a spectrum**
A spectrum everyone moves along, and language that makes it easier to talk.

03 **Spotting signs of change**
Changes in work, behaviour and remote working, described as facts rather than labels.

04 **Starting a supportive conversation**
Choosing the moment, a simple opening, asking twice and being honest about privacy.

05 **Listening without fixing**
Full attention, reflecting back, open questions and the phrases that shut people down.

06 **Signposting and getting support**
Support inside and outside your organisation, and what to do at immediate risk.

07 **Adjustments and returning to work**
Practical adjustments, keeping in touch, a good return and when to involve HR.

08 **Work-related causes and prevention**
How work can help or harm, the HSE Management Standards and practical prevention.

09 **Looking after yourself as a manager**
The weight managers carry, healthy boundaries and who supports you.

10 **A team where it is okay to talk**
Making it normal to talk, responding well when people speak up, and next steps.

WHAT YOU GET

What is included

- Ten short video lessons you can watch on any device
- A workbook, practical tool and slide presentation with presenter notes for every lesson
- The full workbook, a four-page quick-reference toolkit and a 17-page Manager's Toolkit to download once you have enrolled
- A five-question knowledge check per lesson
- A certificate of completion showing 6 estimated learning hours, and 12 months' access

How your learning time adds up

- Watching the ten lesson videos: about 30 minutes
- Reading the lesson notes and workbook pages: about 1 hour 40 minutes
- Working through the practical tool for each lesson: about 1 hour 40 minutes
- Planning and carrying out each workplace task: about 1 hour 40 minutes
- Completing the knowledge checks: about 30 minutes

Total: 6 estimated learning hours. The pass mark for each knowledge check is 80% and you can retake it as many times as you need.

Who designed it

Designed by ICF credentialed coaches at Starbuck & Associates, led by Paul Starbuck, our Founder and CEO and an ICF Master Certified Coach (MCC). Every lesson draws on our coaching and leadership development work with organisations in the UK, Europe and internationally.

For teams and organisations

Want to go further? Organisations can book face-to-face Mental Health First Aid training with Starbuck & Associates. Email academy@starbuckassociates.com to talk about training for your managers.

ENROL TODAY

£99 per person, per year inc. VAT

Enrol online and start straight away. Every programme carries our 14 day money back guarantee.

academy.starbuckassociates.com/courses/mental-health-for-managers/

ICF Level 1 and Level 2 Accredited Coaching Education Provider

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