

**Sharon Wilday, MSc, SROT, Dip COT** – Consultant Cognitive Behavioural Psychotherapist and Honorary Clinical Lecturer, University of Birmingham.

#### **Background:**

Sharon has been employed as a Consultant Cognitive Behavioural Psychotherapist with Landrover and Jaguar Cars Ltd, Aston Martin and other major organisations including Rolls Royce Plc, Tesco, Marks and Spencer and Trinity Mirror Group. Along with Alan, she co-developed the very successful first national training programme for occupational health professionals in conjunction with Brunel University and The At Work Partnership.

Sharon has also facilitated training for Human Resource Personnel and Managers with the many companies she has been involved with and has researched the effectiveness of cognitive behavioural strategies for managing mental health problems in the workplace as part of her Master's Degree. She has also taught nationally on the subject of PTSD (post traumatic stress disorder) to occupational health professionals and human resource personnel.

Both Alan and Sharon have spoken at many national and international conferences on the subject of workplace mental health problems including the World Congress in Behavioural and Cognitive Science (Japan 2005), and the Asian World Congress in Bangkok 2008

#### **Course format:**

Day 1 and 2 taught consecutively

Day 3 to follow one month later to allow for experiential learning to have taken place as learning tasks will have been set following day 1 and 2. This will also enable an evaluation of the learning process and deepen the depth of understanding.

Each day will run from 10 am to 4:15 pm

Alternatively the course can be tailor made for your specific needs, please contact us for details of in-house courses made to suit your organisational needs.

#### **Further Development:**

Upon completion of the 3 day workshop, attendees will be able to access support and coaching services from the course tutors.

#### **Location**

The three day course will run in various central locations throughout the country as well as being available as an in-house option. Please contact Sharon Wilday for an application form and for details of current course location and availability or to discuss in house options.

#### **Costs**

Cost per delegate for the three day course is £749.00 which includes supervision during the course, as well as all course hand outs and training manual.

Cost for in house and bespoke training can be discussed prior to commissioning, please call for details.

**Please contact Sharon Wilday for an application form and for details of current course location and availability or to discuss in house options.**

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## Mental well being in the workplace:

### **Training for managers in the cognitive behavioural management of mental health and performance**

A three-day course designed to train senior and middle-line managers to understand common mental health problems and support employees effectively within the workplace.

This highly practical course will equip individuals with the skills and understanding to apply cognitive behavioural strategies to the workplace management of common mental health problems, thus reducing their incidence, increasing staff retention, reducing sickness absence and promoting return to work from short/long-term sickness absence in a cost-effective way.

The recent Boorman Report (DoH 2009) stressed the importance of management training to reduce the occurrence of mental health related sickness in the NHS and promote early intervention strategies. It states that “training in health and well-being should be an integral part of management training and leadership development” and identifies not only significant cost savings but improvement in patient care and staff retention. This course focuses on the generalisation of these principles both within and outside of the NHS, one of the worlds’ largest employers and applies them to other work place settings. The tutors have over 20 years experience in working within a mental health setting and more importantly over 10 years working specifically within an occupational context.

#### **Course Tutors:**

**Alan Dovey, MSc, RMN, DPSN, Dip Psych**  
Consultant Cognitive Behavioural Psychotherapist/  
Honorary Clinical Lecturer University of Birmingham

**Sharon Wilday, MSc, SROT Dip COT**  
Consultant Cognitive Behavioural Psychotherapist/  
Honorary Clinical Lecturer University of Birmingham

## What is the benefit of using cognitive behavioural strategies (CBS) to manage common mental health problems in the workplace?

CBS help people to change how they think (cognitive) and what they do (behaviour). It is the most effective, evidence-based short-term approach to rehabilitate people with common mental health problems, such as anxiety or depression, according to a major study by the British Occupational Health Research Foundation (BOHRF, 2005). CBS can be used to help people to remain at work when they develop a health condition, as well as promoting return to work from long-term sickness absence and is also proven to be effective in reducing relapse and promoting early intervention.

## How will this course benefit the manager and the organisation?

The training programme will cover the science of various mental health problems including anxiety, depression, chronic pain and chronic fatigue. In the trainers' experience, these are the most common mental health problems encountered in the workplace. The knowledge gained throughout the course will improve manager's confidence in supporting employees who are experiencing mental health problems and empowering them with the skills and frameworks necessary to actively help their recovery and maintain their occupation.

## This highly practical training programme will provide managers with the skills and understanding to apply cognitive behavioural strategies to:

- Support individuals who have, or are at risk of developing, short/long-term mental health conditions
- See measurable improvements in employee well-being as a direct result of their efforts

## As a result, your organisation will be able to:

- Reduce mental health related sickness absence in the workplace in a cost effective and speedy way
- Improve staff retention and role satisfaction
- Improve the general mental health of the workforce and as such improve performance
- Reduce episodes of conflict within the workplace by ensuring an early intervention strategy is developed.

## Course details:

The programme is designed to deliver effective skills training through didactic teaching and experiential learning.

## At the end of the course managers will be able to:

- Understand the principles underlying cognitive behavioural strategies
- Apply these principles to their own area of work
- Be able to recognise the onset of mental health problems in their workforce
- Understand the role of the management relationship in the delivery of cognitive behavioural strategies to promote recovery.
- Collaborate with employees and other members of the organisation (occupational health and Personnel) to enhance health and performance outcomes
- Implement cognitive behavioural strategies in the workplace, based on individualised formulations of employees' problems

## Course Content

- Key features of cognitive-behavioural strategies
- Training in the biological processes of anxiety and depression
- Key behavioural and cognitive models of support
- Problem identification, formulation and health management skills
- Practical applications of cognitive and behavioural strategies
- Research studies and literature underpinning CBS
- Potential and limitations of applying the CBS approach in the workplace
- Healthcare team working

## Specifically, the course will focus on the following two areas

### Problem Identification and formulation

#### **Assessment of the factors contributing to an employees problem and formulation of an effective support plan**

- Understanding of the relationship between thoughts, mood and behaviour in a cognitive behavioural framework
- Case formulation for common mental health problems
- Education in the cognitive behavioural strategy framework and formulation of problems, using direct discussion and written materials
- Pragmatic techniques to identify accurately and collaboratively the problem areas and determine suitability for various cognitive behavioural strategies to promote well-being
- Explanation of why the support plan is appropriate
- Indications and contraindications for cognitive behavioural strategies

### **Cognitive behavioural strategies**

- Interpersonal skills required for an effective manager-employee relationship
- Factors affecting engagement and motivation including health, personal beliefs and organisational issues
- Choosing and tailoring the most effective cognitive behavioural strategy for individual employees, through detailed discussion and collaboration
- Evaluating the progress of support provision
- Strategies for liaison with other support networks including occupational health.

### **About our expert tutors**

This training programme has been developed by trained cognitive behavioural psychotherapists who have extensive experience of using specialised cognitive behavioural strategies in an occupational setting as well as lecturing in academic establishments:

### **Course Tutors:**

**Alan Dovey, MSc, RMN, DPSN, Dip Psych** – Consultant Cognitive Behavioural Psychotherapist and Honorary Clinical Lecturer, University of Birmingham.

### **Background:**

Alan has been employed as a Consultant Cognitive Behavioural Psychotherapist with West Midlands Fire Service, West Midlands Police Service, Landrover and Jaguar Cars Ltd and other major organisations including Rolls Royce Plc, GKN Driveline, Tesco, Marks and Spencer and Trinity Mirror Group. He co-developed the very successful first national training programme for occupational health professionals in conjunction with Brunel University and The At Work Partnership. The programme equipped occupational nurses and physicians with the knowledge and skills necessary to treat and manage individuals presenting to occupational health departments with a range of common mental health problems including anxiety, depression, chronic pain and chronic fatigue.

He has facilitated training for Human Resource Personnel and Managers with the many companies he has been involved with and successfully implemented an integrated model of collaborative working to reduce mental health problems within the workplace.