

1 THE MEANING OF “ROLE”

The Mental Health Leader role is not necessarily a synonym of the position. The role may be implemented in different ways depending on the organisation's needs, size, company culture, strategy, values, resources, possibilities (structural, financial). The options show three different routeways to becoming a mental health leading organisation or incorporating Mental Health Leader in the workforce. Most organisations will be able to implement changes to organisational culture and adopt a spirit of openness in relation to mental health (Option 3) but the partnership acknowledges that only some organisations could recruit and support designated mental health leader roles whether these are paid, voluntary or a mixture of both (options 1 and 2).

3 AIMS AND GOALS

The Mental Health Leader's role purpose is*:

- to create and implement sustainable and impactful mental health & wellbeing strategy
- to advocate for driving a culture of well-being and a mentally healthy working environment across the business via MH&WB programmes and initiatives, including promotion of understanding of mental health issues to create awareness and openness
- to identify, listen, and respond to colleagues who may be experiencing a MH issue and help them access appropriate internal resources or external professional resources and services

*note: Mental Health Leader is not a company psychologist

5 KNOWLEDGE AND QUALIFICATIONS:

ESSENTIAL:

- ✓ An understanding of common mental health issues,
- ✓ Knowledge and confidence to advocate for mental health awareness
- ✓ Analytical skills, ability to prove and present the goals/solutions and benefits for organisation to stakeholders/decision-makers.

DESIRABLE:

- + Proven interest in mental health support or/and well-being (certificates of training in psychological support, psychoeducation, coaching, well-being)
- + Direct/indirect experience of mental health issues while in employment
- + Experience in HR Department, D&I or general management
- + Experience in crisis intervention (trainings, procedures)
- + A degree in psychology/ social sciences

2 THREE OPTIONS MODEL



OPTION 1

The Mental Health Leader role may be a stand alone, independent position.

The benefits of such solution are:

- dedicated time/ resources
- specialist skills/ experience
- greater impact/ expectations

But also this solution requires more financial resources.



OPTION 2

The Mental Health Leader is a part-time, additional or voluntary role performed by an employee, manager, H&R, D&I or organisational safety specialist.

The benefits of such solution are:

- MHL knows company culture, has connections to all managers and staff
- lower costs



OPTION 3

The role may also be shared responsibility between co-employees, led by the manager/ owner of the company to create the open company culture where mental health can be discussed and supported without the fear of judgement or consequences. Some tasks and responsibilities in such a standard will be outsourced/ external.

The benefits of such solution are:

- lower costs
- especially suitable to small companies with family-like culture, close/ informal interpersonal relations.

This option is an essential background also for option 1 i 2 to be efficient.

4 RESPONSIBILITIES

This list is designed to incorporate the level of progression dependent on the size and resources of the organisation - and chosen standard of MHL role. Therefore the first four responsibilities are mandatory for any organisation who identify as having competence/ implementing Mental Health Leader's role.

- Driving a company's culture of a mentally healthy working environment
- Communication about available support, procedures and initiatives
- Preparation of educational materials about mental health issues and support
- Building awareness and openness to mental health subject
- Self-development in mental health support subjects.
- Employees' needs identification and in-company research related to mental health and wellbeing in the workplace
- Preparing (creating an action plan) and organising an education program for managers and employees about mental health (workshops, trainings)
- Creating and managing a network of external specialists (e.g. psychologists, specialists in crisis intervention, mental health educators, online and on-demand mental health services)
- Creating procedures of mental crisis intervention and mental health support for employees (in cooperation with experienced professionals - Health & Safety, crisis intervention/ psychologist, HR specialist)

6 COMPETENCES AND SKILLS:

ESSENTIAL:

- ✓ Empathy, compassion, non-judgemental attitude
- ✓ Interpersonal communication skills,
- ✓ Skills to support positive wellbeing and work with others to help them "move on"
- ✓ Problem solving and action planning skills

DESIRABLE:

- + Skills to spot signs of mental ill health
- + Presentation skills
- + Management and strategy planning skills
- + Organisational skills
- + Skills to prepare communication materials (brochures, newsletters, leaflets)
- + Ability to coordinate company's network of MH support (external services)
- + Ability to drive organisational change through awareness rising