

BALANCING PERFORMANCE CONVERSATIONS AND MENTAL HEALTH

WORKPLACES TODAY

Are mental health or personal issues impacting your performance conversations?

Managers and supervisors are experiencing increased complexity in conducting performance conversations - needing to apply IR knowledge, HR frameworks and account for psychosocial factors to navigate an already difficult interaction.

Due to the increased openness around mental health in the workplace and the introduction of new requirements related to psychosocial hazards, it is time to improve the effectiveness of performance management processes and discussions when mental health or personal stressors are present.

TRANSFORMATIVE WORKSHOP

Performance conversations can be tough, even more so when personal stressors and mental health come into play.

Mapien's national team have combined our unique experience in Industrial Relations, Human Resources, Psychological Health & Safety and Psychology to bring you our public workshop, **Balancing Performance Management and Mental Health.**

Our adaptable and practical workshop helps you navigate these discussions with confidence, empathy, and effectiveness.

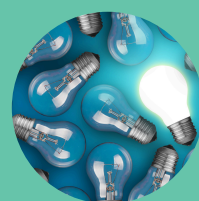
Learn more!



AT A GLANCE

Workplace challenges:

- Managers avoiding or “delegating” performance conversations
- Personal issues stopping performance management
- Staff complaining of unfair, stressful, or harsh, performance expectations
- Engagement surveys reporting unfair performance management



About our workshop:

- Theoretical foundations, case studies, purposeful discussions, and interactive application of skills
- Versatile and tailored for industry, executives, senior leaders, frontline leaders and supervisors
- Gain skills and understanding of performance management with industrial relations, human resource and psychosocial risks in mind



Learn how to approach performance conversations when mental health or personal issues show up

BALANCING PERFORMANCE MANAGEMENT & MENTAL HEALTH

Co-facilitated by our workplace psychology and HR/IR experts, our workshop will explore:

- Workplace Health & Safety Legislation
- Relevant state-based Code of Practice for managing psychosocial risks
- Industrial Relations & Psychological Health and Safety context for performance conversations, including anti-discrimination, harassment, workers compensation, general protections, and unfair dismissal requirements
- Practical conversation, feedback frameworks and tactics
- How to respond effectively to employees raising psychosocial risks, mental health concerns, or conditions or personal problems
- Real and customised case study reviews and application
- Self-care for leaders

Workplace benefits

- The capability and confidence to navigate performance conversations, when personal challenges, mental health concerns, or mental illness is present
- Meet legislative obligations and reduce likelihood of adverse outcomes
- Meet requirements for reasonable management action
- Contribute to workplace health and safety obligations to build mentally healthy workplace
- Reduce likelihood of complaints and grievances

REGISTER YOUR INTEREST!

-  Full-day, face to face workshop (9:00am to 4:30pm)
-  \$949 + GST per person
-  Waitlist here: www.mapien.com.au/events-training-workshops/

