



MASTER CLASS

How to become an impactful Psychologically Safe Facilitator

This program is for those seeking knowledge and skills to positively impact workplace mental health and create inclusive and psychologically safe workplaces.

Dr. Bill Howatt

WHAT IS A PSYCHOLOGICALLY SAFE FACILITATOR (PSF)?

Any person tasked or has volunteered to facilitate psychologically safe workplace initiatives to protect and promote employees' mental health. Initiatives include workplace mental health strategies and selecting programs to support employees and leaders.



Organized Labour | Joint H&S Committee

Supporting OHS work site party obligations, advocating and representing worker and employer views.



Operational Leader

Creating and maintaining compliant, inclusive, accountable, and psychologically safe workplaces.



Health, Safety, Enviro (HSE) Professionals

Supporting organizational compliance, hazard mitigation, stigma/harm reduction, and developing/maintaining PHS competencies.



Human Resources & Labour Relations

Supporting human capital and operational needs that foster and respond to diverse generational and professional discipline needs.

WHY THIS PROGRAM?



The goal of this program is to prepare those assigned to support workplace mental health with curriculum and guidance on HOW to create psychologically safe workplaces.

WHAT IS THIS PROGRAM?

A comprehensive, four-day program that includes preparation and post-work assignments that PSFs can use as their workplace mental health plans for the next 12 months. This program provides a learning experience for PSFs and facilitates a rapid mental health strategy for HOW employers can facilitate an evidence-based action plan. We call this a master course because learners can have their post-course assignments reviewed. The total commitment to complete this program is estimated at 35 hours. Upon completion, learners will receive a certificate of completion and be eligible for OHS and HR CEUs.

HOW IS THIS PROGRAM FACILITATED?



This program is interactive with a blend of instruction, group and individual activities, individual group discussion, and Q&A. The curriculum leverages the most current global lead practices from Canada, the United States, the United Kingdom, and Australia to positively impact workplace mental health. It has been influenced by Canadian applied workplace mental health research sponsored by WSPS, CSA, MHCC, and CPA.

BENEFITS

EMPLOYEE

- Understand how to protect employees' mental health
- Discover the roadmap for facilitating psychological safety
- Gain insights on how to measure impact.

EMPLOYER

- Build internal capacity for protecting and supporting employee mental health
- Development of a 12-month plan for facilitating a mental health strategy.
- Understand how current investments are being utilized by employees.
- Gain insights on potential gaps in current mental health strategies.

PRE-WORK (ESTIMATED 2 HOURS):



Participants will be required to complete pre-work reading and self-evaluation of core competencies in facilitating workplace mental health strategies.

PROGRAM OVERVIEW

Over the four day program, the learner will be brought on a journey that explores Psychological Health & Safety, and how it can be facilitated to support employees' mental health. The learner will also be introduced to the CSA Standards Z1003, Z1008, Z1010/1011, and how they can be leveraged to support in designing workplace mental health strategies.

DAY 1

Explore what psychologically safe facilitators (PSF) must know:

- mental health vs. mental illness,
- what neurodivergence is and the employers role,
- what psychological health and safety is and is not,
- the link between psychological safety and inclusion.
- Explore how to leverage relevant CSA Standards
- Examine the link between OHS and Human Rights legislation requirements.

DAY 2

- Gain insights on how to measure psychosocial factors (drains & charges).
- Uncover the link between risk factors and hazards
- Examine what are protective factors
- Discover the types of barriers that inhibit mental health programs from achieving their full potential.
- Explore Key Performance Behaviours (KPBs) and why they are critical for creating psychologically safe workplaces.

DAY 3

- Examine core protective factors
- Discover the role of:
 - Mental health education
 - Leadership training
 - Teams
 - Mental fitness
 - Accommodations
 - Return-to-work
 - Mental health supports
 - Prevention programming
 - Peer supports
- Gain insights on how to select and validate vendors and programs.



DAY 4

- Understand how to build programs aligned to organizational readiness, senior leadership buy-in, current resources, and budget.
- Discover how to leverage the WSPS Roadmap
- Learn how to collect the right data utilize it to make a plan
- Explore considerations for how to measure success

POST-COURSE WORK (ESTIMATED 4 HOURS):

The learner will be tasked to build out a 12 month action plan for their employers using the Rapid Workplace Mental Health framework. Once completed the action plan will be evaluated and feedback will be provided from Howatt HR. To complete this master class certificate this step must be completed.

Program Resources:

- All learners will be provided a program workbook, a PDF copy of the program slides, two recorded webinars framing preparation work and post-work, and two e-books for supporting mental health.
- Learners will get access to research briefs and infographics that provide ideas and insights for facilitating a psychologically safe workplace.



Participants may be eligible for earning HR or OHS CEUs





PRESENTER

DR. BILL HOWATT

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Dr. Bill Howatt is known internationally as an expert in workplace mental health with over 30 years of clinical mental health and addictive disorders experience. He is a master educator and instructor who has taught adults at the college and university level.



He is a volunteer with CSA on the OHS Standards Steering Committee, Chair of CSA Z1008, Management of Impairment in the Workplace, and a committee member for CSA Z1003 Psychological Health and Safety. He regularly publishes articles/blogs and is active in applied research on workplace mental health.

He supports global organizations creating psychologically safe workplaces and has contributed to the development of the WSPS Roadmap, an evidence-based framework to assist employers in helping employees achieve their psychological health and safety goals.

He is the former Chief of Research and Development for Morneau Shepell (now Telus Health) and the Conference Board of Canada. He is the co-creator of a new Senate Approved three-course (90 hours) program through the University of New Brunswick on how to create a Psychological Safety Program (coming soon).

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