



**Leading**

**From the Top**

**Workplace Training**

**The mental health of your company IS your business.**



**Prioritize Employee Mental Health**

Foster a stigma-free environment and promote open conversations about mental well-being.



**Strengthen Communication**

Learn to approach sensitive conversations about mental health with empathy and compassion.



**Transform Workplace Culture**

Enhance employee productivity and increase workplace engagement and satisfaction.

**YOU PICK THE DATE.  
WE PROVIDE THE TRAINING.**

Gain practical tools and strategies to support employee mental health and promote a company culture of safety and support.





Real People. Real Life. Real Talk.

# 60 MINUTE CUSTOMIZABLE TRAINING SESSIONS

IN PERSON & VIRTUAL

1

## FROM STIGMA TO SUPPORT:

Identifying the  
Impact of Mental  
Health Challenges in  
the Workplace

2

## UNLOCKING EMPLOYEE WELL- BEING:

Strategies for  
Recognizing Mental  
Health Needs

3

## EFFECTIVE COMMUNICATION STRATEGIES:

A Guide for Navigating  
Mental Health  
Conversations With  
Employees

4

## RESHAPING THE WORK EXPERIENCE:

How Managers and  
Employees Collaborate  
on Mental Health  
Accommodations

5

## CALMING THE CRISIS:

Using the R.E.A.D.Y.  
Action Plan to Respond  
to Mental Health Crises  
in the Workplace

6

## CULTURE TRANSFORMATION:

Driving Engagement  
Through Workplace  
Mental Health  
Initiatives

## FLEXIBLE TRAINING STRUCTURE



Choose your sessions freely! Select one or select them all, in any order you see fit. Companies are welcome to create a customized session by combining various topics from different sessions.

1

## **FROM STIGMA TO SUPPORT: IDENTIFYING THE IMPACT OF MENTAL HEALTH CHALLENGES IN THE WORKPLACE**

Gain insight into the experiences of individuals living with mental health conditions and learn how to remove stigmatizing attitudes by fostering supportive behaviors.

- Explore the prevalence of mental health conditions in the workplace.
- Learn about risk and protective factors that impact mental health and wellness.
- Determine barriers that contribute to why individuals may not seek help or support.
- Identify how to create a stigma-free environment and promote open conversations about mental well-being.

2

## **UNLOCKING EMPLOYEE WELL-BEING: STRATEGIES FOR RECOGNIZING MENTAL HEALTH NEEDS**

This training provides a foundational understanding of mental health challenges and equips participants with the skills to recognize common signs and symptoms in employees.

- Learn to identify signs and symptoms of mental health challenges and how they might manifest in the workplace.
- Uncover self-assessment tools that can aid in early identification of mental health concerns.
- Gain strategies to create a compassionate workplace culture where employees feel comfortable discussing their mental health needs.
- Promote early intervention and support by promoting mental health resources, helplines, and peer support groups.

## 3

### **EFFECTIVE COMMUNICATION STRATEGIES: A GUIDE FOR NAVIGATING MENTAL HEALTH CONVERSATIONS WITH EMPLOYEES**

Explore tools and techniques to approach sensitive conversations about mental health with empathy, active listening, and a focus on support.

- Develop effective communication skills for approaching and assisting employees who may be facing mental health challenges.
- Learn to engage in active listening, creating a safe space to discuss concerns with empathy.
- Practice navigating common mental health scenarios and create action plan with next steps for follow up.
- Identify helplines, support groups, mental health education, and wellness apps to promote within company.

## 4

### **RESHAPING THE WORK EXPERIENCE: HOW MANAGERS AND EMPLOYEES COLLABORATE ON MENTAL HEALTH ACCOMMODATIONS**

Explore the win-win scenarios that arise when job modifications are tailored to meet mental health needs, benefiting both employees and employers.

- Acquire skills for having open and respectful conversations with employees about their mental health and accommodation needs.
- Understand the importance of setting boundaries when discussing and supporting employees' mental health.
- Explore how to tailor workplace modifications and appropriately document requests, discussions, and outcomes.
- Encourage employees to take an active role in self-care and mental health management while providing appropriate support.



**5**

## **CALMING THE CRISIS: USING THE R.E.A.D.Y. ACTION PLAN TO RESPOND TO MENTAL HEALTH CRISES IN THE WORKPLACE**

Gain basic crisis intervention skills, including assessing suicide and safety risk, providing emotional support, and referring individuals to appropriate professional help when needed.

- Identify what constitutes a crisis in the context of mental health, recognizing various triggers and signs.
- Use the R.E.A.D.Y. Action Plan to recognize, respond, and de-escalate a mental health challenge or crisis scenario.
- Learn how to promote safety by collaborating with mental health professionals, crisis supports, and emergency services.
- Engage with realistic scenarios and practical challenges to enhance de-escalation skills and determine next steps.

**6**

## **CULTURE TRANSFORMATION: DRIVING ENGAGEMENT THROUGH WORKPLACE MENTAL HEALTH INITIATIVES**

Discover the essential practices for integrating mental health initiatives and Employee Resource Groups (ERGs) that elevate employee engagement and satisfaction.

- Learn the fundamentals of Employee Resource Groups and how they contribute to belonging, diversity, and inclusivity in the workplace.
- Appoint mental health allies within existing ERGs to ensure that mental health concerns are addressed with compassion.
- Encourage the formation of peer support groups where employees can connect with colleagues facing similar mental health challenges.
- Develop wellness programs that encompass physical, emotional, and mental well-being.

"We brought Erin in for an educational seminar for 90 HR professionals. The challenges HR professional face and continue to do so is the mental health and wellbeing of their talent. The experience with Erin was fantastic, we could not have asked for a more engaging person.

Her personality is infectious and her ability to connect through her personal experience was captivating. The content provided to our group of HR professionals was spot on. We have since worked with Erin on a local Senior Level HR group for training and is well received."

**Sloan Christensen, Vice President**

Brown & Brown

**VIRTUAL  
TRAINING**

5-39 attendees	\$750/session
40-99 attendees	\$1,050/session
100+ attendees	\$1,400/session

**IN-PERSON  
TRAINING**

5-39 attendees	\$950/session
40-99 attendees	\$1,400/session
100+ attendees	\$1,750


\*Plus \$650 travel day rate & hotel, car, airfare reimbursement for training outside of Phoenix, AZ

**REQUEST A LEADING FROM THE TOP TRAINING NOW!**

**CONTACT:**

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Founder of Beneath The Brave

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# Meet **your facilitator!**

Erin Callinan, MSW brings with her 15 years of leadership experience in the field of mental health training, advocacy, workplace development, and crisis intervention. She is the Founder of Beneath The Brave and a nationally recognized speaker, published author, entrepreneur, and peer who is successfully living with bipolar disorder.

Beneath The Brave helps companies and corporations enhance employee mental health through comprehensive training programs. Erin developed the cutting edge “Leading From the Top” workplace training program which equips business leaders with skills and strategies to create mentally healthy workplace cultures. In 2013, Erin published the book, *Beautifully Bipolar: An Inspiring Look Into Mental Illness*, and began her career in mental health advocacy and motivational speaking.

Erin is a Nationally Certified Instructor for both Adult/Youth Mental Health First Aid Courses and QPR Suicide Prevention Gatekeeper Trainings. She is the Board President of MIKID, the largest family run mental health non-profit in Arizona which provides support groups, counseling, and education to children, teens, and young adults living with mental health conditions.

Prior to launching her business, Beneath The Brave, Erin was the Executive Director of Mental Health America of Arizona and worked in legislative advocacy for mental health parity and suicide prevention. In 2016, Erin proudly received the Emerging leader of the Year award from National Association of Social Workers while earning her Masters in Social work from ASU.



Erin spent 7 years as the Director of Domestic Violence Response Initiatives at the AZ Coalition to End Sexual and Domestic Violence and was Shelter Manager of a domestic violence crisis shelter prior to that.

For 15 years, Erin has been facilitating training across the country at corporate conferences, prisons, psychiatric hospitals, police headquarters, military bases, and global HR events to over 60,000 people. Her proudest role is being a Mentor for the last 10 years at New Pathways for Youth.

***Erin Callinan, MSW, Consultant, Speaker, Author***  
**Founder of Beneath The Brave**