



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.



CLIENT TESTIMONIAL

"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	\$975/session
40-99 attendees	\$950/session
100+ attendees	\$875/session

IN-PERSON TRAINING

5-99 attendees	\$1,050/session
100+ attendees	\$950/session

*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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Meet **your facilitator!**

Erin Callinan holds a Master of Social Work from Arizona State University and brings with her 15 years of leadership and consulting experience in mental health response, crisis intervention, and advocacy. She works with her clients through the lens of being a national trainer, published author, entrepreneur, and peer who is successfully living with bipolar disorder.

Her passion for rewriting the narrative about mental health began in college as she adapted to “living with” rather than suffering from her bipolar diagnosis at 17. In 2013, Erin authored and published her book, *Beautifully Bipolar: An Inspiring Look Into Mental Illness*, and began her career in mental health advocacy and motivational speaking. She has facilitated training in prisons, psychiatric hospitals, police headquarters, military bases, and crisis shelters for over 47,000 people around the country.

Erin is a Nationally Certified Instructor for both Adult/Youth Mental Health First Aid Courses and QPR Gatekeeper Suicide Prevention Training. Participants walk away with the tools they need to recognize, respond, and act when an individual may be struggling with mental health challenges or thoughts of suicide. She is the Board President of MIKID, the largest family run mental health non-profit in Arizona who provides support groups, counseling, and education to children, teens, and young adults.



Erin is an Advisory Committee Member on the Protection and Advocacy for Individuals with Mental Illness Council. This council assist the state of Arizona to establish and operate a protection and advocacy system for individuals with mental illness

She was previously the Executive Director of Mental Health America of Arizona and led training on workplace resilience and legislative advocacy.

Erin Callinan, MSW

Consultant, Speaker, Author

Founder of Beneath The Brave