

Suzi Sena - Workplace Mental Health Competency Training

Faculty:

Suzi Sena

Duration:

6 Hours 14 Minutes

Format:

Audio and Video

Copyright:

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Description

HR work suits you. You're a people person, and you love helping others overcome the challenges they face. But substance abuse, aggression, depression, and suicidality can be uncomfortable, even frightening topics to address with employees.

And while you may be well-versed in handling physical disability, mental health issues raise far different questions related to leaves, privacy, accommodation, and discrimination.

Your company is counting on you, but you're not sure you're ready to handle complicated and uncomfortable mental health related issues when they arise.

This program will give you the tools and tactics you need to better respond to mental health issues in the workplace!

Watch and get concrete advice and action plans you can immediately implement to navigate challenges related to privacy and discrimination, prevent safety concerns, and reasonably accommodate employees so they can reach their greatest potential!

You'll also learn how you can provide the necessary leadership in reducing stigma and supporting employees through the mental health challenges they face and get answers to your most pressing questions regarding mental health in the workplace.

Better still, completion of this program through PESI, the world's premier provider of mental health related continuing education, will let your employer and those you serve know that you have the competencies today's HR professional needs. Purchase today!

Handouts

	Manual – Workplace Mental Health Competency Training (0.97 MB)	35 Pages	Available after Purchase
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Outline

Mental Health Issues Impacting the Workplace

- How mental health is impacting the workplace
- The main mental health challenges seen in the workplace
- Grief and depression
- Trauma, stress and anxiety
- Alcohol and substance abuse
- Workplace violence and active shooters
- Self-harm and suicidality

Red Flags of Mental Health Issues All HR Professionals Should Know

- Behavioral and social changes
- Physical changes
- Less obvious warning signs

Legal and Privacy Considerations for Mental Health in the Workplace

- ADA/ADAA/FMLA legal considerations
- How to ask for medical documentation
- How to respond to a request for an accommodation
- HIPAA – What you need to know about protected health information
- How to approach the interviewing process when there are concerns about mental health

Strategies to Address Management Concerns Related to Mental Health

- How to work with employees who have alcohol or substance abuse issues
- How to select an Employee Assistance Program and how to refer employees
- How to apply performance and conduct policies
- Special considerations for employees who are experiencing grief, depression, self-harm, or suicidal ideation
- Educating supervisors and employees about discrimination and retaliation
- Assessing for danger and responding to critical incidences

Develop A Culture of Authenticity, Wellness and Inclusivity

- What does a happy and authentic culture look like and what are the benefits of this?
- Develop and deploy a listening and responsive strategy

- Tech solutions that help with employee mental health
- How to overcome mental health stigma in the workplace
- Ways to increase access to mental health benefits for your employees

Faculty

Suzi Sena, LPC, PHR Related seminars and products: 1

Suzi Sena, LPC, PHR, holds the designation of Professional in Human Resources (PHR) from the HR Certification Institute, is a SHRM Certified Professional (SHRM-CP) through the Society for Human Resource Management, and is a Licensed Professional Counselor with over 18 years of experience in human resource, education, mental health, and private practice settings. Ms. Sena's credentials and work experience make her uniquely qualified to teach HR professionals, employers, and company leaders how they can effectively handle mental health issues in the workplace to maximize wellness, safety and productivity.

Ms. Sena earned her Master's degree in industrial organizational psychology from Fairleigh Dickinson University, her Master's in counselor education from Kean University, her Ed.S. degree from The College of New Jersey, and her Certificate in Human Resource Management from Fairleigh Dickson University. She is a member of the American Counseling Association, the National Career Development Association, and the Society for Human Resource Management.

Speaker Disclosures:

Financial: Suzie Sena maintains a private practice. She receives a speaking honorarium from PESI, Inc.

Non-financial: Suzie Sena is a member of the American Counseling Association; the National Career Development Association; and the Society for Human Resource Management.

Proof Content

	Handouts			997 KB
	1. Workplace Mental Health Competency Training - HSFCSPAW.mp4			2.3 GB