

# Culturise

## Course Guide



# Mental health first aid

Mental Illness is going to be the biggest cost to world health systems, including Australia's by 2032 (WHO). This means that the state of play in our workplaces, our communities and our homes is already changing.

Our Founder Jo Marshall has a deep interest in how we as a society tackle that through the very important lens of work. Long gone are the days of leaving our problems at the door.

We now know that:

**100%**

of us will experience trauma in our lifetime

**48%**

of us will experience a mental illness

**1 in 5**

of us are experiencing or will experience a mental illness in 2024

All of us are touched by  
**mental health problems**

Most of us want to  
**help each other**

At work and beyond we  
**need the tools**

When delivering *Mental Health First Aid* we respect and follow the exceptional evidence - based content of Mental Health First Aid Australia - using the language and context that your people know and understand. It is this contextualisation that enables people to relate and therefore engage much more quickly and deeply than in standardised training settings.

You can book a spot at one of our public courses - delivered in person or online, or enquire about bringing one of our excellent trainers to deliver this course to your team. Our national network of trainers are the highest quality. Our unique context creator tool ensures that you receive the best quality delivery with language and context relevant to your organisation.



**Book now**

# Culturise originals

At Culturise, creating great places to work starts with ourselves. Our range of topics addresses the important topic of self-leadership, with a focus on wellbeing and individual relationships. These are suited to individuals and groups of any level in a workplace.

Our suite of *Team* workshops address key issues for team upskilling and our *Leaders* suite tackle the more strategic topics suited to upskilling leadership groups.

All of our content is updated regularly to ensure a sound and current evidence base underpins every workshop. Formats are varied to your ideal time frame whether that be a keynote through to a deeper dive interactive workshop.

## Self

### *Topics:*

- Hand me the oxygen mask
- Kill Busy – finding time where it doesn't exist
- Wishes and goals to practice and habits
- Better responses – better outcomes
- Worried about a workmate
- The simple art of a tricky conversation

## Teams

### *Topics:*

- Psychosocial safety – where do we start?
- Psychosocial safety – culture of Care
- Harassment and bullying – how not to

## Leaders

### *Topics:*

- Family and domestic violence – the importance of workplace
- We're all good different – DEI basics
- Modern performance management – prevention and early intervention
- The science of human motivation
- Where mental health and performance collide
- Industry led change that works

# Structures

## Quick dip

*45-60 minutes*

### **Keynote presentation**

Provoking, inspiring headline evidence based sharing of knowledge.

## Shallow dive

*90 minutes - 2 hours*

### **Masterclass**

Headline evidence plus shallow dive group chts and interaction.

## Deeper dive

*3-4 hours*

### **Working masterclass**

Headline evidence plus deeper dive with group activities to embed learning.

## Learning and doing hubs

*A series of Quick dips, Shallow dives or Free dives to assist in learning, punctuated by Doing hubs where teams meet to reflect on, and share their progress and tips with each other to inspire further practice and growth.*

## Squad training

A training program designed to meet your needs through longer term learning and behaviour change.



# A bit more detail

## Self

### **Hand me the oxygen mask**

A practical introduction to the biology and neuroscience of stress. We move through learning to reflecting on our own signs and symptoms of stress, how to recognise them and intercept our sometimes unhealthy automatic responses. Participants leave with practical tools and language to implement in life and work.

#### **Outcomes (Free dive)**

- Understanding of Stress
- Recognising signs and symptoms
- Toolkit for self-management and care

### **Kill Busy – finding time where it doesn't exist**

The word 'busy' is possibly one of the most overused and unhelpful words in the workplace. We look through the lens of busy to see how it wastes our headspace and holds us back from dealing with what is really an ongoing and challenging set of priorities to manage.

With foundations in the understanding how our minds deal with time, we provide practical tips and tools for individuals and teams to change the language, the habits and ultimately the game of never ending TO DO lists.

### **Better responses – better outcomes**

A great stand alone, or add-on to any of the above courses, this topic explores human beings' automatic response mechanisms. Using a range of relatable and funny anecdotes, we learn how neural pathways can lead us to dark places and how to go about creating new ones that lead to better ones. A fantastic workshop to foster better active listening and outcomes in the workplace.

### **Worried about a workmate**

A great introduction to the world of mental health. We share information on the prevalence, signs and symptoms of common mental health problems. We bust a few myths and provide groups with tools to recognise and support workmates. Participants find themselves comfortably self-reflecting in a safe de-stigmatised environment.



## **The simple art of a tricky conversation**

We start this section with some fascinating values based learning about the drivers of conflict. Building on foundations of respect and listening we provide people with tools and language to navigate disagreement and shift from defence towards a shared mindset of progress and outcomes.



## **Psychosocial safety – making a start**

What is it? Why does it matter? And where do we start? This foundational session introduces the concept of psychosocial safety and history of it's development. We provide insight into the Model Code of Practice and various tools available to support the journey of organisations. Participants are compelled to consider small and immediate changes they could make to their workplace.

## **Psychosocial Safety – culture of care**

This session takes participants to the gold standard of psychosocial safety – a fully inclusive culture of care. We share case studies and compelling evidence to shift the organisation from complaint to world class and in doing so driving high performance. A great workshop for employers working towards Employer of Choice status.

## **Harassment and bullying – how not to**

With the advent of psychosocial safety at work, there has never been a better time to dive into the practicalities of what represents harassment and bullying at work. A great workshop for shop floor workers through to the Boardroom – the basics of why, the practicalities of how, and a few heartfelt reminders of the impact of getting it right.

## **Family and domestic violence – the importance of workplace**

One Australian woman is killed every 4 days by a partner or ex-partner. Sexual and other harassment in the workplace remain at unacceptable levels. In this insightful session we reflect on the realities and go beyond to understand the drivers as well as how the workplace can play a role in changing the future for women, as well as other marginalised groups.

## **We're all good different – DEI basics**

An extension of Psychosocial Safety, and Culture of Care, this session starts with the fascinating history of how we develop our values and bias'. We explore the difference between common traits and stereotypes. Common unconscious biases are introduced along with practical tools to take away.

## **Modern performance management – prevention and early intervention**

Too many organisations manage performance once or twice a year, or only when things get really bad. This thought-provoking session shares the latest evidence base around ongoing performance management providing both useful language and tools for supporting improvement at every level. Deeper dives enable organisations to consider this topic from the strategic perspective.

## **The science of human motivation**

From our earliest years to outperforming our own expectations. This workshop is a must for leaders that really want to understand the answer not 'what motivates my people to work' – but 'what motivates them to given their very best at work'.

## **Where mental health and performance collide**

Mental Illness will be the biggest cost to the Australian (and world) health system by 2032. At the same time, the expectations of employers in managing employee wellbeing continues to increase. This workshop provides excellent and practical insight to line managers through to executives facing the problem of managing under-performance of employees who also experience mental health problems.

## **Industry led change that works**

95% of businesses in Australia are small to medium. Peak bodies and member organisations face the challenge of how to support their members towards improved mental health, wellbeing and safety. In this keynote, Founder Jo Marshall shares the journey of industry wide change programs in mental health, wellbeing and safety. Jo is also available to consult on the design and modelling of industry led behaviour change programs.



# Tools for immersion

In line with our highly practical values and approach, Culturise is constantly on the look-out for the best tools to help individuals and teams grow, without losing sight of the high demands of business as usual.

From co-branded tools that kick-off the employee journey and stay with teams for the long haul, to world class psychometrics delivered in context and kept out of the bottom draw, we are building a kit that works.

## Smart, fun, simple, powerful...

### Take a moment

This handy habit builder was born during COVID. Intended as a tool to enable 'non-screen reflection', *Take a Moment* pads are a great team gift and habit builder.

The front page encourages reflection in the moment, planning of the day's 'happiness habits' which is based on world leading research and programming (*5 Ways to Wellbeing*), and the powerful time management tool 'Top 3'.

At Culturise we use it to set our week, to check in daily when working remotely or away from the office, and we know plenty of other companies that do to. Gift these to your team during mental health week, add them to your employee welcome pack, or try one yourself.



### Culture deck

The *Culture Deck* is a game changer – and loads of fun. Used throughout the employee lifecycle, from interviews to exit and everything in between. This inclusive deck improves employee's ability to articulate what really matters to them at work.

It's a great way for teams to deepen understanding of each other and also deepen their understanding of how one-another see the work world. And it's wholistic, employees often take the Culture Deck home to their families and come back with heartwarming stories of deeper conversations and understanding as a result of this quirky but mighty tool.

Comes with instructions and short videos to aid in the various uses.



## Personality and more

A lot of our medium to large clients utilise personality assessments in their recruitment and leadership programs. After many years working with a wide range of assessments, the Culturise Team have settled on our favourite – *Facet5*.

The *Big 5 Theory of Personality* has stood the test of time, due to its strong evidence base. Globally it is recognised as one of the most practical, versatile and effective team behavioural tool. One of the reasons we love it is the language it uses, enabling great contextualisation and loads of practical activities for teams. We (and others) think it does a better job of understanding the impact of pressure and stress on people's likely behaviours. And that's powerful.

Used by organisations and consultancies worldwide, *Facet5* provides a model and a language to explain how people differ in their behaviour, motivation, attitudes, preferred ways of working – and most importantly; what they can achieve.

Many psychometric profiles are great fun to use at the workshop, but end up in the bottom drawer. Through introducing the *Facet5* personal app, you work with a range of tools that sit within the working cadence of each organisation.

If you're going to use a psychometric tool, make it one that lasts!

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