

# Strategies for Leaders: Building a mentally healthy & safe workplace



**BUSINESS LEADERS MASTERCLASS**

**Tuesday 17 September 2019**



***#workplacewellbeing***



# WHO ARE WE?



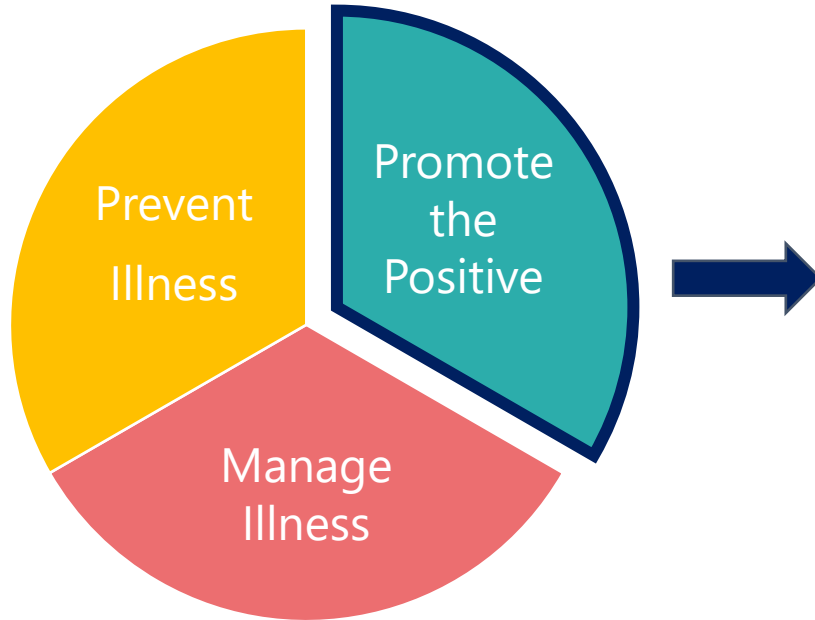
Victorian Workplace  
Mental Wellbeing  
*Collaboration*

Superfriend®

VicHealth™

Work Safe  
VICTORIA

# THE COLLABORATION, PROMOTING THE POSITIVE



## WHY WE ARE HERE:

Help workplaces create positive and supportive work cultures and environments by focusing on organisational leadership and encouraging workplaces to implement positive mental wellbeing strategies into business as usual

# THE COLLABORATION'S KEY ACTIVITIES

## WHAT WE ARE DOING

### LEADERSHIP

- Events for business leaders & innovators
- National & international key note speakers

### INFORMATION, TOOLS & RESOURCES

- Online access to tools, information and resources
- Case studies
- Identify and fill gap

### INNOVATION

- Testing new approaches & ideas
- Responding to evaluation & employer input/advice
- Communication

# Work-related factors



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Work-related factors are anything in the design or management of work that increases the risk of work-related mental injury. These are some common work-related risk factors:

Low job control

Low role clarity

Poor environmental conditions

High and low job demands

Poor organisational change management

Remote and isolated work

Poor support

Low recognition and reward

Violent or traumatic events

Poor workplace relationships

Poor organisational justice

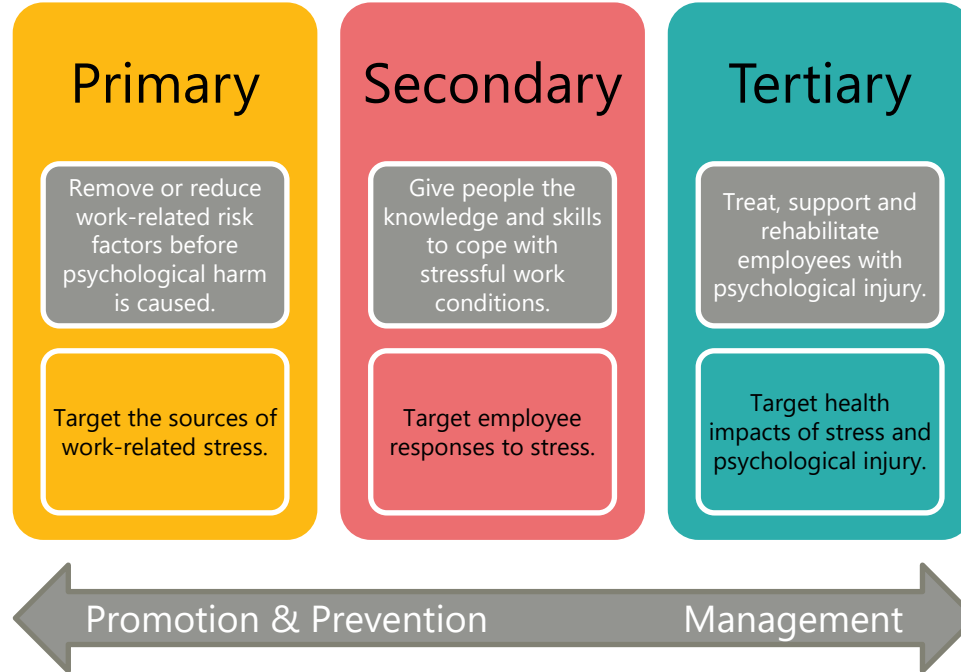
These can be eliminated by:

- Good design of roles & work environment
- Committed & proactive leadership
- A supportive, people-oriented workplace culture

# Preventing & promoting mental health



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Inkin, H., Carse, T., & Riley, M. (2019) The changing nature of work. *InPsych* 41, 8-13



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**Thank you**  
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