

THIS CAN HAPPEN.
GLOBAL



Line Managers Coaching Programme

A practical coaching programme for Line Managers to learn how to support and help their team with mental wellbeing challenges



Why is line manager support of team mental wellbeing so important?

In a recent study **70%** of people said their managers had the greatest impact on their mental health in line with their partner

(study by the Workforce Institute at UKG)

62% of line managers are not receiving enough help from their organisation to support the mental wellbeing of their staff.

(Institution of Occupational Safety and Health (IOSH) and Management Today)



Only **38%** of managers are confident to have sensitive discussions and signpost people to expert help when needed, and even fewer (**29%**) are confident and competent to spot the early warning signs of mental ill health

(CIPD's latest Health and Wellbeing at Work Survey)

What does the coaching cover and how is it different?

- Providing a practical, situational based toolkit packed with day to day solutions
- Expert led guidance, coaching and advice
- Enabling difficult conversations
- Preventative and proactive mental wellbeing support
- Supporting managers to handle challenging situations within the team and team performance
- Fostering an inclusive team environment
- Recognising when the stress is becoming too much
- HR/Legal experts offer advice to ensure you feel informed on your rights as an employee



What's the format?

- ✓ 3x coaching sessions, which are run over three consecutive months
- ✓ 1hr 15 minutes in length each – the main coaching part would take place within the first hour, with the additional 15 minutes as a drop-in surgery where managers can ask any questions that they have
- ✓ Practical toolkit PDF handout at end of 3rd session
- ✓ Suggested 12 managers only per session
- ✓ Run for one company only

Sessions Outline:

Session 1

FOUNDATION

What happens when mental health impacts performance?

Scenario-based guidance session looking at how to support employees in your team with their mental wellbeing. Mental health and its connection to performance – both individuals and impacting fellow team members, including starting / holding difficult conversations.

Includes a practical toolkit of solutions and an understanding of the legal implications of their actions and the questions they aren't ask. ie:

- What if I give performance feedback and it triggers a mental health crisis/they go on sick leave. What are their/my legal obligations?
- How can I performance manage someone out of the business if they are having mental health issues?

Session 2

PRACTICAL APPROACH

Solutions-focussed coaching to drive your teams performance

Toolkit developed to be personal to you and your team. Working with a coach to work through your personal challenges with your team and practical solutions discussed.

Practical skills to set goals, manage progress, give 'difficult' performance feedback.

Session 3

PRIORITISING YOUR WELLBEING

Self-care and boundaries

Practical session on how you become more balanced on your approach to life's challenges and how to juggle the demands of work and home. Ensuring you are resilient enough to not just cope but thrive.

Understand the boundaries of what is and isn't your responsibility as a line manager – supporting your employees with empathy and care but also recognising your role as their manager. Fostering positive habits.

CONTACT HELLO@THISCANHAPPENGLOBAL.COM
TO FIND OUT MORE