



## Sask Mental Health -Partnering with You for Nationally Certified Psychological Health & Safety Excellence

At Sask Mental Health we are proud to deliver the Mental Health Commission of Canada's "Opening Minds" Psychological Health and Safety (PHS) programs. These nationally recognized workshops are designed to equip your organization with the foundational knowledge and practical strategies needed to build and sustain a truly psychologically healthy and safe workplace. We excel at creating engaging learning environments and guiding companies through the evidence-based framework of PHS implementation.

### Introduction to Psychological Health & Safety (PHS) in the Workplace

*(A live or Virtual, facilitator-led half-day course, approximately 4 hours)*

**Overview:** This foundational "Opening Minds" workshop provides a comprehensive introduction to Psychological Health and Safety, helping participants understand its crucial role in creating a safe and healthy work environment. Participants will learn to distinguish PHS from general mental well-being initiatives and appreciate its value for all roles within an organization.

**High-Level Narrative & Outcomes:** This session is designed for anyone looking to enhance psychological health and safety through structured, evidence-based approaches. We facilitate engaging discussions and application scenarios to ensure participants can relate core concepts to their own workplace contexts.

- **Defining PHS:** Participants will clearly describe and define Psychological Health and Safety, understanding its systematic and proactive nature. We explore why integrating PHS is critical for reducing absenteeism, improving employee morale, ensuring legal compliance, and supporting productivity.
- **PHS vs. Mental Well-being Initiatives:** A key outcome is the ability to differentiate between individual-focused mental well-being initiatives and a comprehensive PHS system that addresses underlying causes of workplace stress and psychosocial risks. Through practical scenarios, participants will recognize the importance of organizational accountability and a systems approach to mental health.
- **Understanding PHS as a Management System:** The course introduces the five key parts of a PHS management system: Commitment, Leadership, and Participation; Planning; Implementation; Evaluation and Corrective Action; and Management Review. This framework provides a blueprint for integrating PHS into organizational structures, guiding everyday decisions and actions.
- **Key Elements of PHS:** Participants will be introduced to the 10 key elements of work where PHS should be integrated, categorized under Risk, People, and Leadership.
- **Actionable Next Steps:** The workshop culminates in identifying concrete next steps for individuals to advance PHS within their own roles and workplaces.

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*We acknowledge that we are privileged to live, work, and support mental health and community wellness on Treaty 6 Territory, the traditional lands of the Cree, Saulteaux, Blackfoot, Métis, Dene, and Nakota Sioux peoples*



## Integrating Psychological Health & Safety (PHS) in the Workplace

*(A live or Virtual, facilitator-led two-day course, approximately 10 hours over two-5 hour days)  
(Prerequisite: Completion of "Introduction to PHS" is required)*

**Overview:** This advanced "Opening Minds" program builds on the foundational knowledge gained in the "Introduction to PHS" course. It focuses on the OM PHS Integration Framework, exploring the key elements of Risk, People, and Leadership to help organizations embed psychological health and safety into their core operations.

**High-Level Narrative & Outcomes:** Through interactive activities, real-world examples, and actionable tools, participants will gain practical skills to integrate PHS principles deeply into their organizations for lasting, meaningful impact. Our facilitators are adept at guiding participants through complex topics, ensuring all voices are heard and respected in a safe learning environment.

- **Applying the PHS Integration Framework:** Participants will learn to clearly describe how PHS is integrated into workplace systems and practices. They will apply the "Opening Minds PHS Integration Framework" to guide implementation in key areas of work, ensuring it is embedded throughout organizational processes.
- **In-Depth Exploration of Elements (Risk, People, Leadership):** Over five modules, the course dives deep into how the key elements of risk, people, and leadership interconnect and affect PHS within an organization.
  - **Risk Elements:** Focus on assessing psychological risks, promoting mental health awareness, and developing robust emergency preparedness and response plans that consider psychological impacts.
  - **People Elements:** Explore human rights and employment standards, equity, diversity, and inclusion (EDI), ability management, and the worker lifecycle. Emphasis is placed on creating inclusive and supportive environments where all workers feel valued and accommodated.
  - **Leadership Elements:** Delve into policy and strategy, managing change effectively with PHS in mind, and developing leadership competencies to foster a psychologically healthy culture. Leaders play a crucial role in championing PHS and aligning it with organizational goals.
- **Identifying Gaps and Actionable Steps:** Participants will identify gaps in their current PHS practices and learn how to address these through the integration of new or improved practices based on the "Opening Minds Framework". The workshop emphasizes creating actionable next steps and recognizing that PHS integration is a continuous journey of improvement. We will discuss how to establish a PHS Integration Team and utilize the Framework for ongoing assessment.



Our dedication to delivering these "Opening Minds" programs ensures that your organization benefits from nationally certified, evidence-based content. We are skilled at fostering an environment where participants feel safe to explore complex topics, ask questions, and develop practical solutions tailored to their unique contexts. Our goal is to empower your organization to proactively manage psychological well-being, leading to improved employee engagement, productivity, and overall workplace health.

Kindest,

Jim & Angellah Brayshaw

