

OUTLINE

Mental Health Issues Impacting the Workplace (8:00-9:45)

- 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 (9:45-10:30)

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

Legal and Privacy Considerations for Mental Health in the Workplace (10:45-12:15)

- 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

OBJECTIVES

1. Assess how mental health issues can impact a workplace and an employee’s ability to function at work.

2. Communicate obvious and not so obvious signs of mental health issues in employees.

3. Establish how ADA, FMLA, and privacy rights relate to psychiatric disability.

4. Characterize how to respond to a request for accommodation.
5. Articulate how to respond with performance and conduct policies when a mental health concern is present.

6. Specify how to start a culture of authenticity, wellness, and inclusivity in your workplace.

Strategies to Address Management Concerns Related to Mental Health (1:15-2:45)

- 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 (3:00-4:30)

- 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

Live Seminar & Webcast Schedule (Times listed in Eastern)

- 7:30 Registration/Morning Coffee & Tea
- 8:00 Program begins
- 12:15-1:15 Lunch (on your own)
- 4:30 Program ends

There will be two 15-min breaks (mid-morning & mid-afternoon). Actual lunch and break start times are at the discretion of the speaker. A more detailed schedule is available upon request.

Don't Miss!

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WORKPLACE MENTAL HEALTH COMPETENCY TRAINING

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! Attend 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 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.

Sign up today!

SPEAKER

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 Dickinson 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: Suzi Sena maintains a private practice. She receives a speaking honorarium from PESI, Inc.

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



PESI Inc. is proud to offer this seminar (at these locations only) *free of charge* (on live seminar tuition) for veterans and active duty military personnel. **Limited seats available; advance online registration required.**

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Credits listed below are for full attendance at the live event only. After attendance has been verified, pre-registered attendees will receive an email from PESI Customer Service with the subject line, “Evaluation and Certificate” within one week. This email will contain a link to complete the seminar evaluation and allow attendees to print, email or download a certificate of completion if in full attendance. For those in partial attendance (arrived late or left early), a letter of attendance is available through that link and an adjusted certificate of completion reflecting partial credit will be issued within 30 days (if your board allows). Please see “LIVE SEMINAR SCHEDULE” on this brochure for full attendance start and end times. NOTE: Boards do not allow credit for breaks or lunch.

If your profession is not listed, please contact your licensing board to determine your continuing education requirements and check for reciprocal approval. For other credit inquiries not specified below, or questions on home study credit availability, please contact cepesi@pesi.com or 800-844-8260 before the event.

Materials that are included in this course may include interventions and modalities that are beyond the authorized practice of mental health professionals. As a licensed professional, you are responsible for reviewing the scope of practice, including activities that are defined in law as beyond the boundaries of practice in accordance with and in compliance with your profession’s standards.

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Target Audience: HR Directors and Managers • Managers and Supervisors with Personnel Responsibilities HR Generalist • Directors • Presidents and VPs • Employee Assistance Plan Managers Training and Development Specialists • Small Business Owners

Live Webcast Details and Live Webcast Continuing Education Credit Information

Join us on December 13, 2019, for this live, interactive webcast!

Invite your entire office and, like a live seminar, “attend” the webcast at its scheduled time. It’s easy and convenient! Webcasts provide everything you need for a premier educational experience including real-time video and audio of the speaker. See and hear the speaker, ask questions via email and have them answered during the webcast, and watch the slides all on your computer screen. Seminar materials are available for download. One CE Certificate is included. Certificates of Completion can be printed after completing and passing the on-line post-test evaluation. Additional certificates are available for \$149.99 USD per participant. Please see “live seminar schedule” for full attendance start and end times. NOTE: Boards do not allow credit for breaks or lunch. For CE information for the live webcast, please visit: www.pesi.com/webcast/74027

Can You Afford to Miss This Training?

You will have employees with mental health issues in your organization:

- 1 in 4 Americans are diagnosed with a mental health condition
- Psychiatric disability is one of the most common types of disability covered under the ADA
- Untreated mental illness costs U.S. companies \$100 Billion each year

Don’t let yourself and your business be caught unprepared – attend and get yourself equipped to confidently handle mental health issues in your workplace.

This is one course you can’t afford to miss!

How to Register

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HR STRATEGIES FOR COMPLIANCE, SAFETY, PRODUCTIVITY AND WELLNESS

QUESTIONS? Call 800-844-8260 or e-mail us at info@pesi.com.

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ADA NEEDS
We would be happy to accommodate your ADA needs; please call at least two weeks prior to the seminar date.

WALK-INS
Walk-ins are welcome but admission cannot be guaranteed. Call M-F 7:00-6:00 Central Time for space availability if registering within one week of seminar.

TUITION OPTIONS

- **FREE Military Tuition:** PESI Inc. is proud to offer this seminar (at these locations only) free of charge (on live seminar tuition) for veterans and active duty military personnel. *Limited seats available; advance online registration required.*
- **\$30 Tuition:** If you are interested in being our registration coordinator for the day, go to: www.pesi.com/coord for availability and job description, or call our Customer Service Dept. at 800-844-8260.
- **Groups of 5 or more:** Call 800-844-8260 for discounts.
- **Discounted Student Rate:** As part of its mission to serve educational needs, PESI, Inc. offers a reduced rate of 50% off standard tuition for students. Enclose a current student schedule with registration form. Go to www.pesi.com/students or call 800-844-8260 for details. *Advance registration required. Cannot be combined with other discounts.*

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