

# € TRAINING

Mental Health First Aid Essentials for HR  
Leaders

A group of four smiling business professionals (two men and two women) are seated at a table in a meeting room. They are all wearing white shirts. The woman in the foreground is wearing a black top and a multi-strand necklace. The background is a bright, modern office environment.

8 - 12 December 2025  
Barcelona (Spain)



# Mental Health First Aid Essentials for HR Leaders

REF: S2883 DATE: 8 - 12 December 2025 Venue: Barcelona (Spain) - Fee: 5850 Euro

## Introduction:

This training program provides HR leaders with the foundational knowledge and practical skills necessary to identify, address, and support mental health needs within their teams. It equips them to act confidently and compassionately, creating a supportive workplace that fosters well-being and resilience.

## Program Objectives:

By the end of this program, participants will be able to:

- Identify common mental health challenges in the workplace and recognize early signs of mental distress.
- Implement mental health first aid strategies to provide immediate support and assistance.
- Develop communication skills to engage empathetically and non-judgmentally with colleagues experiencing mental health challenges.
- Create and promote an inclusive, supportive workplace culture prioritizing mental well-being.
- Implement mental health policies and initiatives that support employees and encourage a culture of care.

## Target Audience:

- Human Resources Leaders .
- Employee Relations Specialists .
- Health and Wellness Coordinators.
- Program Managers and Supervisors.
- Diversity and Inclusion Officers.

## Program Outlines:

### Unit 1:

#### Understanding Mental Health in the Workplace:

- Overview of Mental Health in High-Impact Work Environments.
- How to identify Common Mental Health Challenges.

- Recognizing Signs and Symptoms of Mental Distress.
- Mental Health Myths and Facts.
- Legal and Ethical Considerations for HR.

## Unit 2:

### Mental Health First Aid Skills and Techniques:

- Introduction to Mental Health First Aid.
- Active Listening and Empathetic Communication.
- Assessing Immediate Risks.
- Providing Comfort and Reassurance.
- When to refer to Professional Help.

## Unit 3:

### Building a Supportive Workplace Culture:

- Methods of Developing Inclusive Mental Health Policies.
- Encouraging Openness and Reducing Stigma.
- Promoting Work-Life Balance.
- How to create Peer Support Networks.
- Developing a Crisis Response Plan.

## Unit 4:

### Mental Health Resources and Support Systems:

- Identifying Available Resources.
- Guidance on Counseling and Therapy Options.
- Employee Assistance Programs EAPs.
- Self-Care for HR Leaders.

## Unit 5:



## Evaluation and Continuous Improvement:

- Assessing Mental Health Initiatives.
- Methods of Gathering and Using Employee Feedback.
- Adapting Initiatives Based on Cultural Sensitivities.
- Tracking Workplace Wellness Metrics.