



HERO FORUM²⁰²³
Doing Well by Doing Good:
How Responsible Organizations are
Addressing Societal Challenges

Mental Health in the Workplace: The Critical Role of Managers

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This session will explore the critical role of managers in supporting workers' mental health and responding to signs of mental health issues, such as stress, burnout, depression, anxiety, substance use disorders, and suicidal ideation. The session is designed to provide evidence-based insights and practical guidance on how leaders of people (i.e., senior leaders, managers, supervisors) can support and protect employee mental health through proactive and responsive supportive strategies. A review of workplace psychosocial risk factors will be included along with a general discussion about how the workplace is a missing link in understanding and promoting population mental health.

Learning Objectives

After completing this session, participants will be able to:

1. Define mental health and mental illness, from an occupational health and management perspective.
2. Describe the warning signs associated with deteriorating mental health.
3. Explain how managers and front-line supervisors can promote mental health in the workplace and recognize the warning signs to provide support to employees experiencing declines in mental health and well-being.

1 CEU

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