



HUMAN RESOURCES TRAINING

Workplace Mental Health and Psychological Safety Leadership

3 day course

Classroom, online or in-house

Course overview

Most workplace mental health programmes offer support to individuals while leaving intact the workload, insecurity and management behaviour that generated the demand. This course addresses both. Delegates work through the working conditions that reliably damage health, and the organisational changes within a manager's control. Recognising when someone is struggling is covered, including the signs that appear in work before they appear in conversation. Holding a supportive conversation without diagnosing or promising confidentiality you cannot keep follows. Reasonable adjustment and return to work are addressed practically. Psychological safety is treated concretely as whether people can raise a problem or admit a mistake without cost, and as something built by specific leader behaviours. The manager's own limits and wellbeing are covered. The course closes on referral routes and on measuring whether anything has actually changed.

What you will learn

- Identify the working conditions that damage health
- Change what lies within a manager's control
- Recognise struggle as it appears in someone's work
- Hold a supportive conversation without diagnosing or overpromising
- Arrange reasonable adjustments and manage return to work
- Build psychological safety through specific leader behaviours
- Use referral routes, respect your own limits and measure change

Who should attend

- HR managers and wellness officers
- Line managers and supervisors
- Occupational health practitioners
- Employee assistance programme coordinators
- Health and safety committee members

Course outline

- 01 Support offered, conditions unchanged
- 02 Working conditions that damage health
- 03 What a manager controls
- 04 Recognising struggle in the work
- 05 The supportive conversation
- 06 Adjustments and return to work
- 07 Psychological safety as behaviour
- 08 The manager's limits, referral and measurement

Upcoming dates



Dates	Venue	Format	Fee per delegate
12 to 14 October 2026	Lusaka, Zambia	Classroom	USD 995
2 to 4 November 2026	Online	Online	R6,500
27 to 29 January 2027	Pretoria, South Africa	Classroom	R14,950
1 to 3 February 2027	Cape Town, South Africa	Classroom	R14,950

Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriScience.co.za, or WhatsApp us on **+27 63 479 1136**.

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