MedCircle@Work™ 2023 Leadership Training

*Sequenced and continual credentialed training for leaders in becoming mental health informed while fostering essential skills for pioneering the next-generation workplace.*

**Leadership Training Pillars**

**Leadership Training and Consultation**
Training mental health-informed leaders on best practices for individual employees and company at large. [General and Specific]

**Preventative Care Resources**
Full access to an expansive library of educational content, weekly live and quarterly company specific workshops.

**Employee Engagement and Care Continuum**
Creating opportunities and supporting leaders in employee engagement and crowdsourcing of resources through a private community.

**Sustainability and Enhanced Growth**
Continually assisting companies in building person-first and people-centered work environments for maximum impact.

**Leadership Training Process Overview**

The MedCircle@Work™ Director will work closely with leadership before, during, and after the initial launch and implementation of the MedCircle@Work™ Program. The director will also be available to answer questions surrounding training material, supportive organizational design adjustments, and best practices of being a mental health-informed leader. The director will also correspond with and coordinate MedCircle doctors in the customizable features of the MedCircle@Work™ Program to best meet your organization’s needs. This is designed to be a collaborative and supportive partnership directly impacting employee engagement and experiencing the vast benefits of our program. Below are minimal suggested touchpoints.

**Leadership Curriculum Phase Overview**

The MedCircle@Work Leadership Training Curriculum is released in sequential phases scaffolding information off of essential foundational concepts. We regularly add content to our continuing education library and customized workshops are an opportunity to fine tune preventative mental healthcare for your company.
### MedCircle@Work™ 2023 Leadership Training Curriculum Map

<table>
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<th>Phase</th>
<th>Goals &amp; Objectives</th>
<th>Topics Included</th>
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| Foundational Curriculum [Creating the Next Generation Workplace] | • Leaders will learn about current challenges as it pertains to mental health, productivity, and engagement as well as how to solve them through the implementation of MedCircle@Work  
  • Leaders will learn how to make adjustments to their workplace design to best support the mental health needs of their employees  
  • Lessons include symptomatology of common diagnoses and how they affect productivity, preventing burnout, increasing motivation, psychological strategies for changing behavior, creating psychological safety, etc. | • The Person-First Workplace: Laying the Groundwork  
  • How to Prevent a "Toxic" Workplace  
  • How to Boost Employee Motivation (The Psychology)  
  • Enhancing Productivity By Meeting Employee Needs  
  • How to Design a Performance-Enhanced Workplace  
  • Putting Tools to Practice to Enhance Your Workplace  
  *Lessons, resources, and action plans include the following:*  
    • Suicide and self-harm  
    • Addiction and overdose  
    • Response to a traumatic event  
    • Psychotic and manic episodes  
    • Anxiety and panic attacks  
    • Depression and mood disorders  
    • Individual and workplace stress management strategies |
| Prevention & Response [Essential Tools for Employers] | • Leaders will learn how to prevent, handle and respond to mental health issues in the workplace.  
  • Leaders will be better equipped to better address and manage common and rare circumstances complete with action plans and additional resources ensuring protocols and supportive resources are in place should an unforeseen event occur.  
  • Leaders will learn more means of prevention and access to further assist employees | *Leaders will learn how inclusion, personal well-being, conflict and crisis, and using values-based living as a means to serve individuals as well as enhance workplace performance*  
  *Leaders will be equipped with continual learning from lead experts on essential and novel concepts to further develop the benefits of a mental health-informed workplace* |
| Implement & Sustain [Framework Template and Best Practices] | • Leaders will be introduced to a recommended implementation and sustainability framework  
  • The MedCircle@Work™ Director will work heavily with leaders at this point to ensure best practices for their specific workplace are implemented  
  • Leaders will understand how these framework concepts will apply to their workplace and in time enhance company culture, productivity, and retention | • Starting with Story [Changing Stigma and Language]  
  • Systems Design [Ensuring a Person-First and People-Centered Workplace]  
  • Sustainability and Growth  
  • Continuum of Care and Engagement  
  • Metrics That Matter [Going Beyond the Bottom Line] |
| Continuing Education [Mental Health Informed Enhanced Learning] | • Leaders will learn how inclusion, personal well-being, conflict and crisis, and using values-based living as a means to serve individuals as well as enhance workplace performance  
  • Leaders will be equipped with continual learning from lead experts on essential and novel concepts to further develop the benefits of a mental health-informed workplace | • DEI and Mental Health in the Workplace  
  • Difficult personalities, circumstances and conversations  
  • Values-Based Workplace  
  • Anxiety Management and Burnout Prevention for Leaders |

*Customizable Workshops are held Quarterly and with the topic suggestion of Leadership*
MedCircle@Work™

Leading the Next Generation Workplace