

Mind Share Partners Workshops & Strategic Advising

Sample Packages Fall 2019

The evidence is clear. Education combined with peer and leadership support results in dramatically increased employee productivity, psychological safety, and overall health.

In fact, investment in workplace mental health yields an average of a 4x return on investment.

Package A: Build a foundation for culture change within senior leadership.

Learn how mental health shows up at your organization and possible ways forward. We'll survey and interview employees, work with you to define goals and strategies, and equip leaders with the skills to achieve those goals.

- **Discovery & Diagnostics:** Using surveys and interviews, assess mental health prevalence, attitudes, and behaviors at your company to inform a tailored strategy for mental health.
- **Executive Session:** Convene leaders to define what a mentally healthy workplace looks like at your organization, and teach concrete strategies for leaders to drive that change.
- **Strategy & Internal Initiative Advising:** Outline and implement initial initiatives to support mental health and other strategic advising (e.g., policy review).

Package B: Launch your first initiatives for mental health.

We'll advise on the content, structure, and implementation of a mental health ERG and establish supporting internal initiatives as the foundation for ongoing culture change.

- **ERG Advising:** Establish a new mental health ERG or integrate mental health into an existing ERG as a mechanism for peer support and ensuring mental health stays a priority long term.
- **Leadership coaching for ERG sponsors:** Help ensure that leadership support for mental health is heard throughout the organization.
- **All Staff Lunch & Learn workshop + Custom Communications Campaign:** Build a shared understanding and awareness of mental health throughout the organization.

Package C: Build capabilities of managers and teams to support mental health.

We'll teach managers and/or teams how to proactively create a mentally healthy culture and support employees who may be struggling.

Note: For teams with high stress roles (e.g., customer support, those viewing sensitive content), the team training can be customized to support their roles.

- **Discovery & Diagnostics:** Using surveys and interviews, assess mental health prevalence, attitudes, and behaviors at your company to inform a tailored strategy for mental health.
- **Manager Training + Toolkit + Follow up discussion:** Equip managers with the skills to proactively create a culture of flexibility, recognize when employees are struggling, and partner with HR to provide support.
- **Team Training + Follow up discussion:** Establish a shared understanding of mental health at work and ensure team members know how and where to find support.
- **Post-survey:** Assess the impact of our training and other initiatives to make sure you're moving in the right direction.

Ready to make impact at your company?

Through our workshop and advising packages, create sustained impact across your company. Contact us at connect@mindsharepartners.org and get started on your own custom package.

Make the most of your collaboration with us.

We've seen the most impact in companies when:

- A message of support comes directly from the CEO.
- Senior leaders and managers understand, communicate, and model why it's important to participate in the training.
- Multiple people own and lead the initiative internally.

Package D: Take a first step to culture change for mental health at your company.

We'll help you understand current mental health attitudes and behaviors, define goals, and launch initial initiatives for mental health for a single department or for your organization.

- **Discovery & Diagnostics:** Using surveys and interviews, assess mental health prevalence, attitudes, and behaviors at your company to inform a tailored strategy for mental health.
- **Executive session + Leader ally coaching (for 2 leaders):** Convene leaders to define what a mentally healthy workplace looks like at your organization, teach concrete strategies for leaders to drive that change, and help them share a message of support for mental health at work.
- **Launch initial training and initiatives:**
 - **Manager Training + Toolkit + Follow up discussion**
 - **Team Training + Follow up discussion**
 - **ERG Advising**
 - **All Staff Lunch & Learn + Custom Communications Campaign**
 - **Policy review:** Ensure your policies are supportive of your goals in creating a culture of support for mental health.
- **Post-survey:** Assess the impact of our training and other initiatives to make sure you're moving in the right direction.

Package E: Create real, lasting culture change for mental health at your company.

We'll help you define and integrate support for mental health into your ongoing talent strategy by designing a comprehensive, custom package that helps you tackle culture change at all levels of the organization.

- **Assess the current state** of mental health prevalence, attitudes, and behaviors in your organization. This may include Discovery & Diagnostics and internal policy review to help you understand your current internal mental health culture.
- **Establish a team** to design initiatives and manage the change. This may include ERG Advising, Executive Session workshops, Leader ally coaching, and/or other workshops and services the create the necessary internal infrastructure to ensure mental health stays a priority.
- **Test key initiatives**, including Mental Health Training at all levels of the company, Communications support, and other Internal initiatives that will build awareness and skills to create a culture of support.
- **Integrate trainings for managers & teams into existing training infrastructure.** Ensure mental health becomes a core and ongoing part of professional development at all levels of the organization.
- **Assess the ongoing impact** and determine a path forward, through a post-survey and Executive Session with key leaders of the organization.

2019 PRICING

Notes:

- Prices are estimates. Actual prices will be determined based on the specific design of your approach and services.
- All manager sessions are capped at 50 people, executive sessions are capped at 35 people.
- Discount pricing is available for a client feature on our website, with a logo, testimonial, and brief case description of engagement.

	500 employees	2000 employees	5000 employees	10,000+ employees
Packages A & B	\$10K	\$15K	\$20K	
Package C	\$25K	\$40K	\$70K	
Package D	\$40K	\$65K	\$100K	Inquire for pricing
Package E	\$60K	\$100K	\$175K	