



THE 4 PILLARS OF CREATING AND SUSTAINING A MENTALLY HEALTHY WORKPLACE CULTURE

A leading-edge organization has a *safe* workplace culture that empowers individuals to step forward to say, “I’m not ok and I need help.”



MBA • INTERNATIONAL SPEAKER • TRAINER • AUTHOR

WWW.KIMLAMONTAGNE.NET

THE 4 PILLARS



GOAL OF THE TRAINING

To teach leaders how to create and sustain a mentally healthy workplace culture by creating a culture of safety in the workplace.

A culture of safety in the workplace empowers employees to speak openly about mental health without fear of judgment, retribution or job loss.

OUTCOME

Upon completion of this training, leaders will gain insight into the lived experience of a professional woman who lived in silence in the workplace with mental illness, the impact of unaddressed mental illness in the workplace, the power of peer support, the power of words and the role of leadership when creating a culture of safety in the workplace.



The most powerful organizations make it possible for employees to remove the mask of fear and shame and speak openly about mental health and well-being in the workplace

KIM LAMONTAGNE, MBA

AVAILABLE IN MULTIPLE FORMATS

OPTION #1: LEADERSHIP TRAINING – ONSITE FORMAT

Available as one full day or two half days.

Benefits of onsite training:

- ✔ Breakout groups
- ✔ Rich discussion
- ✔ Engage in interactive exercises
- ✔ Personal connection
- ✔ Team Building
- ✔ Relationship building
- ✔ Cohesion and Unity
- ✔ Takeaway shareable resources

Objectives:

- ✔ Review statistics and impact of unaddressed mental illness in the workplace
- ✔ Share the lived experience of living with mental illness in the workplace
- ✔ Examine the concept of presenteeism and its impact on productivity in the workplace
- ✔ Discuss stigma in the workplace and the power of words
- ✔ Examine the power of peer support when creating a mentally healthy workplace culture
- ✔ Identify the key ingredients of creating a mentally healthy workplace culture
- ✔ Apply key concepts to begin creating a mentally healthy workplace culture
- ✔ ***Includes attendee workbook, pre and post training assessment and takeaway resources***

OPTION #2: LEADERSHIP TRAINING – VIRTUAL FORMAT

Available as one full day, 2 half days or 1.5 hours per week over 4 weeks

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- ✓ Share the lived experience of living with mental illness in the workplace
- ✓ Examine the concept of presenteeism and its impact on productivity in the workplace
- ✓ Discuss stigma in the workplace and the power of words
- ✓ Examine the power of peer support when creating a mentally healthy workplace culture
- ✓ Identify the key ingredients of creating a mentally healthy workplace culture
- ✓ Apply key concepts to begin creating a mentally healthy workplace culture

Includes attendee workbook and pre/post training assessment.

ADD ON OPTIONS

- 1 Exclusive small group leadership support**
 - Apply The 4 Pillars concepts with real world scenarios
 - Small group leadership coaching (max 6 leaders)
 - 1 hour a week for 4 weeks
- 2 Individual virtual integration support**
 - Apply The 4 Pillars concepts with real world scenarios
 - Coaching and support
 - 1 hour a week for 4 weeks



COMMON PROBLEMS AND POWERFUL SOLUTIONS

1

Employees struggling with mental illness and substance use rarely feel their work environment is a place of safety.

➔ *By opening the conversation about mental health in the workplace, you empower employees to speak their truth and remove blockages to peak performance.*

2

Individuals thrive when they are in a safe environment.

➔ *Making one key shift in communication about mental health fosters a culture of safety that supports employee health, wellness, engagement and productivity.*

3

Employees are often afraid to ask for support for fear of retribution or job loss. They survive behind a “mask” to hide the fear and shame.

➔ *By fostering a climate of safety, you create a culture of transparency and open communication resulting in a more engaged and healthier workforce.*

4

Stigma and discrimination thrive on lack of knowledge and understanding.

➔ *Educating employees about mental health and substance use can create more open communication, understanding and empathy.*

5

Leaders lead by example

➔ *Leaders who encourage open dialog about mental well-being in the workplace create a safe space for employees to come forward and ask for help.*

ABOUT KIM LAMONTAGNE, MBA

Kim is an International Speaker, Trainer, and Author. She is also a Teacher and State Trainer with National Alliance on Mental Illness, a member of the Dartmouth Hitchcock - Campaign to Combat Behavioral Health Stigma and Discrimination, and the Director of the USA Chapter of The Uncommon Woman, International Chapters.

Kim is a thought leader on the topic of mental health in the workplace for Show Me Your Stethoscope (a facebook group of 640,000 nurses and healthcare professionals) and is a featured speaker on HR Maximizer and The What Now Movement. She has also presented her content at conferences and healthcare organizations and recently joined forces with John Broderick, Former Chief Justice of NH Supreme Court, to deliver a virtual Nursing Grand Rounds presentation at Dartmouth Hitchcock Medical Center.

During Nurses Week, 2020, she collaborated with Holliblu, a nurse community and technology app and Feedtrail, a real-time patient-and-clinician experience platform provider, to develop mental health questions for the “Enhancing Nurse Well-Being, Nationwide Mental Health Nurse Survey”.

She is the visionary author for the book, “It’s Ok to Not Be Ok,” and contributing author in the book, “The Strength of Our Anchors.”

Kim works with organizational leaders to teach them how to create and sustain a mentally healthy workplace culture. Using her proprietary methodology, she teaches leaders how to build a culture of safety where employees feel safe enough to step forward and ask for help without fear of stigma, judgement or retribution.

Kim shares her experience of living “behind a mask” with depression, anxiety, suicidal thoughts and alcohol use. As a top performing corporate professional, Kim feared that speaking openly about her mental illness would tarnish her professional career. She stayed silent because of this.

On July 16, 2009, Kim sought help from a nurse practitioner and credits him for saving her life. Kim has been sober for 11 years now.

Kim recognized that many individuals suffer in silence in the workplace and hide behind a mask of shame and fear. She has the unique ability to teach through the lens of the lived experience and the lens of a leader.

Her mission is to share her lived experience to teach leaders how to create a culture of safety in the workplace that empowers individuals to speak openly about mental health.



🌐 www.kimlamontagne.net

☎ 603-320-0155 ✉ Kim@Kimlamontagne.net

I invite you to contact me and follow me on LinkedIn, Facebook, Instagram and YouTube