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We're more than halfway through October, which is officially [Healthy Workplace Month](#) in Canada. And this year is celebrating its 15<sup>th</sup> anniversary. So what is it?

It's an entire month dedicated to making your workplace a better place to work. There's a framework of what you can do each week based on the themes Educate, Engage, Empower and Evaluate. The idea is that everyone should have a workplace that respects the idea of physical and mental health and safety. Sadly not everyone benefits from this ideal.

The Mental Health Commission of Canada reports that mental health issues affect one in five Canadians. [The Pillars of Workplace Mental Health](#) is a two-day program dedicated to understanding the four pillars of workplace mental health: Prevention, Intervention, Accommodation, and Return-to-Work. It's a program designed to support managers or supervisors who have reports with known mental health conditions but who have not been provided the training to deal with them. This is a common situation in many workplaces and one that can cause undue stress. This seminar will help you recognize employees who may need assistance. It will also provide you with the skills to manage the situation.

Our [Certificate in Building a Workplace-of-Choice](#) is almost tailor-made for Healthy Workplace Month. The premise of the certificate is that you as a manager, can play a pivotal role in creating workplace culture. Ideally one that not only respects the diversity, personalities and varied backgrounds of a group but also celebrates it. Tied into all of that is the idea of creating a healthy workplace in the context of mental and physical health. [Brenda Fair](#), who teaches the [Fostering Workplace Excellence](#) seminar in the certificate believes it starts with a critical look inside,

*“Creating a workplace-of-choice requires some internal research. Only by analyzing what you’re doing well as an employer can you understand where there’s room for improvement. The employment philosophy you build needs to align with the organization’s business strategy, culture and talent requirements. That’s a process within your control.”*

Healthy Workplace Month is just the beginning. Think what a difference it would make if you could create a workplace that’s healthy for longer than a month! See what else is coming up in [November](#) – it never hurts to plan ahead.