

Mental Fitness Leadership Coming out of Lockdown

With lockdown procedures easing across various states in the country, for many of us it's that time again — time to head back to the office.

Regardless of whether it's in the office or at home, team leaders will always have the strongest influence on a team's psychological wellbeing and culture. And, as teams slowly filter back into the office, it's the job of a manager to create an atmosphere where employees feel safe, comfortable and, ultimately, productive.

However, many leaders are not sure how to build caring, mentally healthy environments.

WHAT IS A MENTALLY FIT TEAM?

Mental fitness = The measure of a person's mental resilience, agility and focus. Just like physical fitness, to achieve good mental fitness, the person needs training, care and attention — and that's the job of a manager.

Imagine you are leading a team of athletes. To help them perform at their peak you need to give them the tools, the advice and the environment to train well. Of course, most teams aren't athletes and people in

your team are likely going to be using their brains to perform, not their brawn. So, you need to apply the same basic logic to help your team improve their mental ability.



WHY DOES A MENTALLY FIT TEAM MATTER?

A mentally healthy workplace, where employees feel psychologically safe and positive, provides individuals with:

- Confidence
- A feeling of belonging
- Financial security
- A sense of purpose
- A sense of achievement
- Stronger connections and networks

These shared positive feelings within the workplace provide the foundation for improved innovation, experimentation, agility, and better overall personal health and performance.

CASE STUDIES

Symbia Partners — Mental fitness improvements at Unilever were responsible for a 15% increase in employee productivity.

Deloitte's Mental Health and Wellbeing Review — Average return on investment is around \$4 for every \$1 invested in mental fitness practices.

HOW TO BUILD A MENTALLY FIT TEAM

According to McKinsey & Company, team leaders are more likely to exhibit supportive, consultative, and challenging leadership if senior executives demonstrate inclusiveness.

FIND OUT MORE

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MENTAL FITNESS LEADERSHIP COMING OUT OF LOCKDOWN

The qualities that leadership exhibits to achieve this positive ethos is only achievable via investment across all divisions of the company.

It's important that key values are then promoted throughout the organisation. Good examples include:

- **Encourage breaks** - some of the best ideas are found when employees are allowed to detach from work.
- **Get aligned with employees** - Learn what the employees want and try and fulfil their needs so they can reach their goals.
- **Limit number of meetings** - You shouldn't have meetings for the sake of them. Fewer meetings mean more focused work.
- **Cultivate a growth mindset** - If a team shifts its focus to the future and the potential to overcome a hurdle, then its ability to problem-solve and handle pressure will drastically improve.



Our **Mental Fitness Leadership Program** engages participants in a 12-month independent learning and coaching relationship, designed to help leaders develop self-awareness in relation to their own mental fitness and to role model and promote a mentally fit culture within their area of responsibility.

At the program's end, leaders will have the key skills they need to cultivate environments that increase self-awareness, spark the desire for further growth, and, with the help of reflection and feedback, drive collective growth and performance.

To learn more about how you can build a mentally fit organisation, call our friendly team on **1300 687 327** or email consulting@convergeintl.com.au



OUR MENTAL FITNESS LEADERSHIP PROGRAM

At Converge, our studies have shown that results depend on the effectiveness of what is being learnt by managers and how these new skills are being implemented across the business. For the greatest impact, two key points need to be taken into consideration:

1. One training session is not enough - Shifting leadership behaviours within a team is complex and requires a strategy that fosters learning and growth over time.
2. Build mechanisms to support the development - An organisation needs to implement regular goal setting for leaders to guarantee that the skills learnt are being consistently applied.

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