



# Managing Anxiety and Depression at Work Training Course

18 – 22 April 2027  
Marbella

## Managing Anxiety and Depression at Work Training Course

**Ref:** 1502\_210944 **Date:** 18 – 22 April 2027 **Location:** Marbella **Fees:** 5700 Euro

### Overview

Managing Anxiety and Depression at Work Training Course is a one-week course for HR leaders, occupational health professionals, line managers, wellbeing coordinators, and risk professionals, who leave with a Workplace Mental Health Management Pack. The course connects psychosocial risk management, manager support conversations, reasonable workplace accommodations, referral and escalation pathways, return-to-work support, and workplace mental health governance without turning managers into clinicians. Agile Leaders Training Center presents managing anxiety and depression at work as organizational risk practice.

### Who Should Attend

- Leaders responsible for workforce health, wellbeing, and employment policy
- Functions responsible for psychosocial hazards and occupational risk controls
- Managers responsible for supportive supervision and work allocation
- Teams responsible for employee relations, accommodations, and return to work
- Personnel responsible for assurance, measurement, and escalation governance

The course assumes participants influence workplace systems or people decisions and leaves out clinical diagnosis, therapy, and individual treatment planning.

### Departments and Industries

The course supports departments that manage workforce mental health across corporate services, healthcare, manufacturing, education, and public-facing operations.

- Human resources and employee relations departments
- Occupational health, safety, and risk functions
- Operational leadership and line-management teams
- Wellbeing, inclusion, and organizational development units
- Manufacturing, education, healthcare, and service organizations

### Learning Objectives

By the end of this course, participants will be able to:



- Analyze psychosocial hazards and organizational risk factors
- Apply manager boundaries in supportive conversations
- Build referral, crisis, and confidentiality pathways
- Evaluate reasonable accommodations and work-design controls
- Use return-to-work and follow-up methods
- Prioritize measures and governance improvements

## **Course Agenda**

### **Day 1: Workplace Mental Health Governance**

- Workplace Mental Health Responsibility Map
- Manager and Clinician Boundary Matrix
- Psychosocial Hazard Classification Framework
- Worker Participation and Consultation Plan
- Mental Health Governance Charter

### **Day 2: Risk Assessment and Work Design**

- Psychosocial Risk Assessment Method
- Demands, Control, and Support Review
- Role, Relationship, and Change Risk Scan
- Workload and Schedule Control Matrix
- Organizational Intervention Selection Grid

### **Day 3: Recognition and Supportive Response**

- Observable Change and Concern Checklist
- Supportive Manager Conversation Structure
- Active Listening and Questioning Guide
- Confidentiality and Information Boundary Test
- Referral and Crisis Escalation Pathway

### **Day 4: Accommodation and Sustained Support**

- Reasonable Workplace Accommodation Canvas
- Work Adjustment Decision Record
- Return-to-Work Coordination Plan
- Follow-Up and Review Schedule
- Workplace Mental Health Measurement Dashboard



## **Day 5: Workplace Response Practice**

- Suggested Exercise: Psychosocial Risk Diagnosis
- Suggested Exercise: Supportive Manager Conversation
- Suggested Exercise: Accommodation Decision
- Suggested Exercise: Referral and Escalation Decision
- Capstone Exercise: Workplace Mental Health Management Pack

## **Practical Exercises**

The course uses suggested activities with fictional corporate, healthcare, manufacturing, education, and customer-service scenarios.

- Suggested activity: assess psychosocial hazards arising from workload, autonomy, role clarity, relationships, and organizational change.
- Suggested activity: conduct a supportive conversation while maintaining managerial and clinical boundaries.
- Suggested activity: compare accommodation options against role requirements, worker needs, safety, and review arrangements.
- Suggested activity: present a governance response linking risk controls, referral, escalation, measurement, and accountable follow-up.

## **FAQs**

### **Who suits managing anxiety and depression at work training, and what does it assume?**

HR leaders, occupational health professionals, managers, wellbeing coordinators, and risk personnel suit the training; it assumes responsibility for workplace systems, supervision, or people decisions.

### **How does managing anxiety and depression at work differ from mental health awareness training?**

Managing anxiety and depression at work emphasizes organizational risk assessment, manager boundaries, work controls, accommodations, referral, return to work, measurement, and governance rather than awareness alone.

### **What should managers do when an employee shows signs of anxiety or depression at work?**

Managers should describe observed work-related changes, listen without diagnosing, clarify immediate safety concerns, explain confidentiality limits, identify available support, agree work actions, and follow the organization's referral and escalation pathway.



## **How can workplaces reduce psychosocial risks linked to anxiety and depression?**

Workplaces can reduce psychosocial risks by assessing job demands, control, support, relationships, role clarity, change, schedules, and work design, then applying organizational controls with worker participation.

## **How should reasonable workplace accommodations be reviewed?**

Reasonable workplace accommodations should be reviewed against the worker's needs, role requirements, operational feasibility, safety, confidentiality, agreed duration, responsible owner, and evidence from follow-up conversations.

## **Conclusion**

Participants leave with a Workplace Mental Health Management Pack containing governance, risk assessment, conversation, confidentiality, referral, accommodation, return-to-work, and measurement tools. The pack creates a traceable route from concern to organizational action. It helps managers provide support, protect boundaries, adjust work, escalate risk, and review whether controls remain effective.