



Managing Anxiety and Depression at Work Training Course

4 – 8 January 2027
Lisbon

Managing Anxiety and Depression at Work Training Course

Ref: 1502_210954 **Date:** 4 – 8 January 2027 **Location:** Lisbon **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.