### **National Workplace Initiative**

***Mentally healthy workplaces: Managing change and disruption***

# **Communications pack**

We are grateful for your collaboration in promoting the *Mentally healthy workplaces: Managing change and disruption* guide*.*

Please find information and assets below on how to help promote and support the series.

**Digital assets**

[**Click here**](http://haveyoursay.mentalhealthcommission.gov.au/mentally-healthy-workplaces-managing-change-and-disruption-guide) **to access the downloadable digital versions of the series.**

## We encourage you to promote the series in your:

* networks and with peers
* social media channels
* member communications and newsletters.

## Further information

For additional information, contact the National Workplace Initiative team on nwi@mentalhealthcommission.gov.au

**For media inquiries, please contact** media@mentalhealthcommission.gov.au

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## Key messages

* From natural disasters, such as fires and floods, to major adverse events, such as cybercrime and pandemics, many Australian workplaces have been impacted by major disruptions in recent years.
* During such challenges, organisations face many competing priorities – from ensuring business continuity to communicating with stakeholders. But organisations must remember that they are powered by people, and when people in the workplace are not supported through change and challenging times, the whole organisation suffers.
* Poorly managed change can erode internal motivation, increase dissatisfaction and disengagement, and even reduce people’s commitment.
* The *Mentally healthy workplaces: Managing change and disruption* guide helps organisations better understand the impact of disruption and how to plan and undertake change management to support people in the workplace.
* The guide has been developed by experts at Transitioning Well through the National Workplace Initiative, after research identified the need for comprehensive and tailored guidance for organisations in responding to disruption and change.
* The guide explores different types and characteristics of change and disruption, and how it impacts workers. This impact includes the role of psychosocial hazards and impacts on people’s mental health.
* The guide provides evidence-based practical guidance at each key stage, at both organisational and team level:
	+ Before disruption – how you can prepare to recover
	+ During disruption – responding to impacts
	+ After disruption – how you can support recovery
* This practical guide also shares informative case studies throughout, to help organisations learn from each other. A helpful checklist also helps prepare organisations for change and disruption.

## Suggested newsletter / member communications text

*The following text can be modified and used in newsletters and other communications with your members and stakeholder organisations.*

**New series on managing impacts of major disruption**

<YOUR ORGANISATION> is pleased to support the release of the *Mentally healthy workplaces: Managing change and disruption* guide by the National Mental Health Commission.

The guide helps organisations with how to plan for major disruptions and events, from natural disasters to cyber threats or pandemics.

There are practical strategies and tools for organisations throughout the guide, as well as a companion case study document sharing how other workplaces have responded and implemented change management.

The guide shares what you can do as an organisation before, during and after a major disruption or event. It helps you better understand the potential impacts of disruption on the mental health of your workers, and how you can respond as an organisation.

The guide has been developed by experts at Transitioning Well through the National Workplace Initiative, after research identified the need for comprehensive and tailored guidance for organisations in responding to disruption and change.

Feedback on the series can be provided at the National Workplace Initiative’s [engagement hub](http://haveyoursay.mentalhealthcommission.gov.au/mentally-healthy-workplaces-managing-change-and-disruption-guide).

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## Suggested social media posts

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| X post |
| From fires and floods to cybercrime or pandemics, many Australian workplaces have been impacted by major disruptions and change. A new guide helps organisations to be better prepared – by outlining what they can do before, during and after a major disruption, to help minimise the impacts on people mental health. #MentallyHealthyWorkplaces #AusBiz The *Mentally healthy workplaces: Managing change and disruption* guide helps organisations better understand the impact of major disruptions such as natural disasters and how to plan and undertake change management to support people in the workplace. #MentallyHealthyWorkplaces #AusBiz |

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| Facebook post |
| When disaster strikes, whether it’s natural disasters or a global pandemic, many smaller businesses feel it the most given their shortage of internal expertise or capacity to respond to major shocks. A new guide from the National Mental Health Commission helps organisations of all sizes to better understand the impacts of disruptions and change on the mental health of their workers, and how to better respond. The *Mentally healthy workplaces: Managing change and disruption* guide walks organisations what to do to prepare and act before, during and after a major disruption. There are also a range of case studies throughout to share how others have responded. The guide explores different types and characteristics of change and disruption, and how it impacts workers. This impact includes the role of psychosocial hazards, which organisations of all sizes have legislated requirements to act on. Smaller organisations may also benefit from the helpful checklist in the guide. [**Click here**](http://haveyoursay.mentalhealthcommission.gov.au/mentally-healthy-workplaces-managing-change-and-disruption-guide) **to access the series and share your feedback.** |

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| LinkedIn post |
| From fires and floods to cybercrime and a pandemic, many Australian workplaces have been impacted by major disruptions and change in recent years. A new guide helps organisations to be better prepared – by outlining what they can do before, during and after a major disruption, to help minimise the impacts on people mental health. Developed by experts at Transitioning Well and released by the National Mental Health Commission, the *Mentally healthy workplaces: Managing change and disruption* guide helps organisations of all sizes to better understand the impacts of disruptions and change on the mental health of their workers. The companion *Stories from the field* document shares a range of case studies which show how other organisations have responded to major disruptions. The guide explores different types and characteristics of change and disruption, and how it impacts workers. This impact includes the role of psychosocial hazards, which organisations of all sizes have legislated requirements to act on. People in key roles – such as Human Resources and Occupational Health and Safety - may also benefit from the helpful checklist in the guide. [**Click here**](http://haveyoursay.mentalhealthcommission.gov.au/mentally-healthy-workplaces-managing-change-and-disruption-guide) **to access the series and share your feedback.** |