



香港城市精神健康聯盟

**City Mental Health
Alliance** HK

CMHA HK TRAINING BROCHURE





CMHA HK TRAINING OVERVIEW

Increasing mental health literacy among leaders, managers and general employees through specific training and information sessions is key to achieving a workplace culture that fosters mental health. CMHA HK mental health training modules have been developed to support a better understanding of workplace and personal mental health by employees at all levels, allowing them to contribute to cultural change within the organisation. Our training content draws on evidenced-based best practice and has been developed in consultation with member organisations and mental health experts to meet the needs of organisations in Hong Kong and the wider region where these companies operate.

All CMHA HK trainings are provided in English, Cantonese and Mandarin. For detailed information about each training module, please click on the titles below.

Manager and Leadership Training

(1.5 to 2 hours per module)

To help leaders and managers develop the skills they need to foster a mentally healthy workplace.

- [Cascading Best Practice Leadership](#)
- [Introduction to Managing with Mental Health Awareness](#)
- [Managing with Mental Health Awareness - Advanced](#)
- [Mindful Managing](#)

Build Your Mental Health Toolkit

(1-1.5 hours per module)

All employees can benefit from these modules that address specific workplace challenges.

- [Essential Mental Health Awareness](#)
- [Managing Stress](#)
- [Building Resilience from the Inside Out](#)
- [Staying Mentally Healthy in Uncertain Times](#)

Life Stages

(1-1.5 hours per module)

To support employees navigating the challenges of a particular life-stage.

- [Parenting and Work-Life Harmony](#)
- [Successful Transition to the Workplace](#)
- Working Towards Retirement (under development)

Mental Health First Aid Training (12 hours)

MHFA is an accredited training program and participants completing the full course receive an internationally recognised certificate. Our accredited trainers can deliver MHFA training in Cantonese, Mandarin and English, in-person or virtually.

CMHA HK has delivered MHFA training at member and non-member companies since 2021. In 2025 we will launch a MHFA Refresher Course and establish a MHFAider alumni group to provide opportunities for these employees to network and enhance their MHFA skills.

In-person (up to 30 participants)

Either as 2x 6-hour sessions or 4x 3-hour sessions

Virtual (up to 15 participants)

7 hours self-directed online learning plus 2x 2.5-hour online trainer facilitated sessions

For more information or to discuss which modules best suit your organisation's needs, [contact us](#). Have questions? Please refer to the [FAQs](#).



Manager and Leadership Training

"As a team leader, the Manager Training reminded me that when we take care of own mental health this sets a positive example for our teams. We can inspire others to prioritize self-mental health care and seek support when needed."

- Participant, Manager Training

MODULE	Cascading Best Practice Leadership	Introduction to Managing with Mental Health Awareness	Managing with Mental Health Awareness - Advanced	Mindful Management
OBJECTIVE	Raise awareness of leadership behaviours that can detract or positively contribute to employee wellbeing. The session invites discussion among senior leaders to share their experiences in a non-judgmental environment.	Introductory module for managers to familiarise them with the skills they need to develop and nurture a mentally healthy working environment whilst managing teams.	Building on the introductory training for managers, this module is focused on the specific role and responsibilities of managers to support the mental health of their team and contribute to the creation of a mentally healthy workplace culture.	Equip managers with the mindset and tools to create mentally healthy teams by exploring psychological safety in the workplace and how this can be fostered. Support managers to have effective mental health conversations with their team members.
TOPICS COVERED	Systemic pressures exist but behaviour can change. Leadership sets the tone for interpersonal relations in the organisation. Explore key concepts of psychological safety to create an open and supportive workplace environment.	Essential mental health awareness for a workplace setting focusing on stress, anxiety, and depression. Learn to recognise behavioural changes linked to mental ill-health. Practice initiating mental health conversations through practical role-plays using tailored workplace scenarios.	Explore strategies for managers to create a mentally healthy workplace. Emphasise the need for compassion in the workplace and discuss ways in which to create a supportive team. Role-play exercises to practise initiating effective conversations around mental health and wellbeing. Guidance on supporting staff through mental ill-health, including tips for managing leave and planning a return to work.	How to create a psychologically safe working environment for your team. Gain skills and confidence to have an effective conversation with someone experiencing mental ill health. Become familiar with resources available to you and your team.
FORMAT	Workshop moderated by a CMHA HK facilitator experienced in working with leaders and in organisational settings. Optimal number of participants: 20-30.	Interactive in-person or online training delivered by a CMHA HK trainer experienced in working with managers in corporate settings. Optimal number of participants: 20-30.		



Build Your Mental Health Toolkit

"I love the way the topic was presented in a simple, clear and easy to understand language. The trainer is very professional and has an excellent pace of presentation."

- Participant, General Mental Health Awareness

MODULE	Essential Mental Health Awareness	Managing Stress	Building Resilience from the Inside Out	Staying Mentally Healthy in Uncertain Times	Enhancing Your Self-Care
OBJECTIVE	To raise awareness of mental health and equip employees with skills and resources to recognize and respond when support is needed.	Provide employees with a better understanding of the causes and impact of stress and how to develop skills to better manage these.	Resilience is a skill that can be developed - participants learn how to develop capacity to recover and progress in the face of challenges.	Provides understanding of our relationship with change and presents skills which enable us to maintain our mental equilibrium during periods of uncertainty.	Empower employees to maintain their personal wellbeing amidst the hustle of daily responsibilities.
TOPICS COVERED	What is mental health, understanding stress, anxiety and depression, recognising the signs of poor mental health in yourself and others, having conversations around mental health and practicing self-care techniques.	Understanding stress, how this may be triggered, and the impact of not managing persistent, high stress. Learn techniques to manage personal stress and ways of supporting others.	Leveraging personal resources and experiences to overcome challenges, identifying factors in the workplace that may erode resilience, discovering inner strengths and coping mechanisms to deal with these.	Participants gain a better understanding of the relationship between change and stress and develop skills to manage their approach to uncertainty.	The importance of: <ul style="list-style-type: none"> • Self-care • Self-awareness • Self-compassion
FORMAT	Interactive F2F or online training (session may include online polls, quizzes, short videos and mindfulness exercises).				Interactive F2F or online training including small group discussions. Optimal no. of participants: 20-30.



Life Stages

"The content is helpful and the trainer is knowledgeable, the sharing of her experience and the participants brought the session alive. The interaction during role plays and discussions was also very helpful in reinforcing the key course materials."

- Training Participant

MODULE	Parenting and Work-life Harmony	Successful Transition to the Workplace
OBJECTIVE	To help working parents balance professional pressures with parenting responsibilities by enhancing emotional regulation skills to support both workplace success and their children's emotional development.	Through interactive exercises and small group discussion, new graduates will learn how to navigate the mental health challenges of transitioning to the corporate workplace.
TOPICS COVERED	<ul style="list-style-type: none">• Secure attachments in child development• Impact of work-related stress on family dynamics• Emotional Regulation Techniques• How to integrate relationship-building strategies with children into busy work schedules	<ul style="list-style-type: none">• Common stresses and challenges faced by new graduates in the corporate workplace• Understanding the different demands of the workplace compared with university• Stress and how it affects us physically and mentally• Practical exercises that can support personal mental health
FORMAT	Interactive F2F or online training (includes role-plays, polls, group discussion). Optimal number of participants: 20-30.	Interactive F2F or online training (includes role-plays, polls, group discussion). Optimal number of participants: 20-30.



Frequently Asked Questions

1. How long are the training sessions?

Most training sessions are between 1 to 2 hours but can be extended to allow time for more interactive exercises and group discussion if this is beneficial for the audience.

2. What languages are your trainings in?

All training can be delivered in English, Cantonese or Mandarin.

3. Is your training in-person or virtual?

Training can be delivered in-person, virtual or in a hybrid format.

4. I'm a CMHA HK member, how can I use the 2 hours of training included in my membership?

The 2 hours of training can be used for any of the CMHA HK modules or for support to facilitate a panel discussion. The time cannot be used for MHFA training.

5. Do you provide bespoke training if I have specific needs?

Please make a time to speak with the CMHA HK training team if you have specific training needs and we can look at ways in which we can support you to achieve this. Depending on the scope of changes requested, CMHA HK may need to charge a fee to cover this development time.



For more information or to discuss which modules best suit your organisation's needs, please contact us.

Email: info@cmhahk.org

Website: cmhahk.org

LinkedIn: [City Mental Health Alliance Hong Kong](https://www.linkedin.com/company/city-mental-health-alliance-hong-kong)



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**City Mental Health
Alliance** HK

The City Mental Health Alliance Hong Kong (CMHA HK) is a not-for-profit membership organisation. We are an alliance of businesses, working together with mental health experts and partner organisations, to achieve our vision that every workplace will protect, support and create positive mental health for their people.

We provide training, events, resources, research and practical support for companies wishing to create mentally healthy workplaces.

This document is not and should not be considered as clinical advice or support. Anyone who may have a need for such support should seek professional advice.