



香港職場互助聯盟
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 training titles.

Manager and Leadership Training

(1.5-2 hours per module)

To equip leaders and managers with the skills to foster a psychologically safe and mentally healthy workplace culture.

- Cascading Best Practice Leadership
- Introduction to Managing with Mental Health Awareness
- Advanced Managing with Mental Health Awareness
- Mindful Managing

Life Stages Support

(1-1.5 hours per module)

Tailored support for employees navigating the specific mental health and wellbeing challenges of key life and career transitions.

- Parenting and Work-Life Harmony
- Successful Transition to the Workplace

Wellbeing Playbook

(1-1.5 hours per module)

To equip employees with comprehensive skillsets they can apply to enhance mental agility, emotional regulation, and overall psychological wellbeing.

- Cultivating a Growth Mindset
- The Power of Positive Psychology
- Unlock Your Wise Mind with DBT Skills

Mental Health Toolkit

(1-1.5 hours per module)

To help all employees build foundational skills with which to navigate workplace and personal mental health challenges.

- Essential Mental Health Awareness
- Managing Stress
- Building Resilience from the Inside Out
- Staying Mentally Healthy in Uncertain Times
- Enhancing Your Self-Care
- Overcoming Difficulties Together Post-Trauma

Mental Health First Aid & Workplace Champions

Accredited Mental Health First Aid (MHFA) training and specialised programs to enable organisations to build sustainable, internal networks of mental health support for their employees.

- Mental Health First Aid (MHFA) Training
(12-hour internationally accredited course)
- Workplace Mental Health Champions Program
(6-hour certified training)
- Refresh your Mental Health Support Skills
(2-hour session)

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

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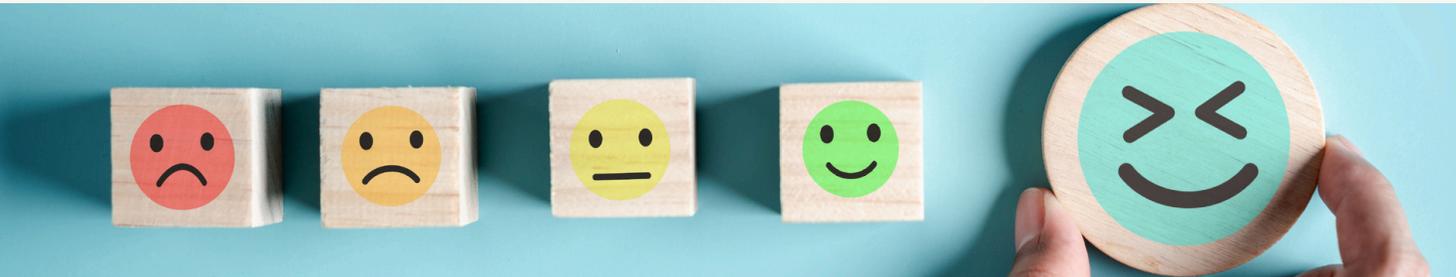
As a team leader, the Manager Training reminded me that when we take care of our own mental health this sets a positive example for our teams. We can inspire others to prioritize self-mental health care and seek support when needed.

– Training Participant

MODULE	Cascading Best Practice Leadership	Introduction to Managing with Mental Health Awareness	Advanced Managing with Mental Health Awareness	Mindful Managing
OBJECTIVE	To enable senior leaders to understand how their behaviours influence staff mental health and how to model and cascade psychologically safe leadership practices across an organisation.	To provide an introductory foundation of mental health and familiarise managers with the essential skills needed to nurture a mentally healthy working environment for their teams.	To build upon introductory training and focus on the specific role and key responsibilities of managers when supporting a staff member through a mental health challenge.	To equip managers with the mindset and tools for creating mentally healthy teams by fostering psychological safety and engaging in effective mental health conversations .
TOPICS COVERED	How leadership sets the tone for interpersonal relations and influences business effectiveness; core aspects of psychological safety for creating an open, supportive environment.	Foundational mental health awareness (stress, anxiety, depression); recognizing behavioural changes linked to mental ill-health; role-play of initiating a check-in conversation .	Compassion and self-care strategies for managers; guidance on supporting staff seeking mental health leave and planning a return to work; role-play with challenging mental health conversations .	Promoting a psychologically safe working environment across different scenarios; a manager's role in effective mental health support; further skills practice conversing about mental ill-health.

Mental Health Toolkit

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

– Training Participant

MODULE	Essential Mental Health Awareness	Managing Stress	Building Resilience from the Inside Out	Staying Mentally Healthy in Uncertain Times	Enhancing Your Self-Care	Overcoming Difficulties Together Post-Trauma
OBJECTIVE	To build foundational mental health literacy , helping employees identify signs of stress, anxiety, and depression in themselves and others, and learn how to seek and offer support .	To provide employees with a better understanding of the causes and impact of stress , and to develop practical strategies for personal stress management and talking about stress.	To teach participants that resilience is a skill that can be developed and how they can enlarge their capacity to recover and thrive in the face of challenges.	To provide an understanding of our relationship with change and present tools to balance mental wellbeing during periods of uncertainty .	To empower employees to maintain their personal wellbeing by integrating manageable, sustainable self-care practices into their regular routines.	To help employees understand common reactions to a traumatic event , distinguish between helpful and unhelpful responses , and gain practical techniques for supporting themselves and others through times of distress.
TOPICS COVERED	Understanding mental health, stress, anxiety, and depression; recognising signs of poor mental health; tips for supportive conversations ; basic self-care principles.	Understanding stress triggers and the impact of unmanaged stress ; learning a selection of stress management techniques : how to talk about stressful situations.	Identifying workplace factors that test resilience; leveraging personal resources and strengths to overcome difficulties; ways of navigating a challenging situation .	Understanding the relationship between change and wellbeing ; developing practical skills and a helpful mindset to approach uncertainty with more ease.	The importance and practice of self-care and self-compassion ; culturally sensitive methods of setting boundaries ; actionable strategies for integration into daily life.	Basic understanding of trauma ; how to appropriately offer community support; ways of adapting your response to fit different trauma reactions.

Life Stages Support

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The content is helpful and the trainer is knowledgeable - the sharing of experience and the participants brought the session alive. The interaction during the activities was 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 enhance their emotional regulation skills to effectively balance professional pressures with parenting responsibilities and achieve both workplace success and healthy child development.	To help new graduates navigate the mental health challenges associated with transitioning from university into the corporate workplace through interactive learning and peer discussion.
TOPICS COVERED	Secure attachments in child development; impact of work-related stress on family dynamics; emotional regulation techniques; integrating relationship-building strategies with children into busy schedules.	Common stressors for new graduates; adjusting to different demands of the workplace; how stress affects us physically and mentally; mind and body exercises to support personal mental health.

Wellbeing Playbook

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It was a very insightful session that reminded me it is okay not to be perfect and take time to grow.

– Training Participant

MODULE	Cultivating a Growth Mindset	The Power of Positive Psychology	Unlock Your Wise Mind with DBT Skills
OBJECTIVE	To help participants understand the difference between fixed and growth mindsets and learn how to adopt a growth-oriented approach to challenges, feedback, and learning.	To introduce principles from positive psychology that can enhance wellbeing, motivation, and personal satisfaction at work and in life.	To teach practical skills from Dialectical Behaviour Therapy (DBT) that help individuals regulate emotions, reduce the impact of stress, and make balanced decisions in high-pressure situations.
TOPICS COVERED	Fixed vs. growth mindsets and their impact on performance and resilience; strategies to shift unhelpful thought patterns; applying a growth mindset to feedback, setbacks and uncertainty.	Key concepts of the PERMA model (Positive Emotion, Engagement, Relationships, Meaning, Accomplishment); strengths-based development; gratitude practices; building healthy optimism.	The 'Wise Mind' concept; core DBT skills: mindfulness, distress tolerance, emotion regulation, interpersonal effectiveness; applying skills to workplace stressors and conflict.

Mental Health First Aid & Workplace Champions



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MODULE	Mental Health First Aid (MHFA) Training	Workplace Mental Health Champions Program	Refresh your Mental Health Support Skills
OBJECTIVE	<p>To give employees core knowledge of several key mental health conditions and equip them with the skills to respond to a mental health crisis in work or community settings, implementing the ALGEE action plan.</p>	<p>To give employees the knowledge and tools to promote psychological safety and challenge stigma in the workplace, recognise common signs of ill mental health, and offer initial support to a colleague in distress, using the ALERTS framework.</p>	<p>To give employees in support roles awareness of and practice with empathetic and empowering communication techniques so that they can more confidently decide which actions are helpful to take with a colleague in distress or in crisis.</p>
ABOUT	<p>MHFA is an accredited training program where participants who complete the full course receive an internationally recognised certificate.</p> <p>Since 2021, CMHA HK has delivered MHFA training to more than 13 CMHA HK member and 9 non-member companies.</p> <p>(12-hour internationally accredited course)</p>	<p>This program is developed by MindForward Alliance in the UK and has been modified by CMHA HK for Hong Kong-based organisations. Participants who complete the course are certified as Mental Health Champions by MindForward Alliance and CMHA HK.</p> <p>(6-hour certified training)</p>	<p>This course, designed by CMHA HK, aims to enhance the mental health support skills of certified MHFAiders and Workplace Champion, using principles from the Motivational Interviewing approach.</p> <p>(2-hour session)</p>
DELIVERY OPTIONS	<ul style="list-style-type: none"> In-person (up to 30 participants): 2 x 6-hour sessions OR 4 x 3-hour sessions Virtual (up to 15 participants): 7 hours of self-directed online learning + 2 x 2.5-hour live, trainer-facilitated sessions 	<p>Format: In-person or virtual</p> <p>Length: 1 x 6-hour session OR 2 x 3-hour sessions</p> <p>Group size: 10 - 20 participants</p>	<p>Format: In-person or virtual</p> <p>Group size: 10 - 30 participants</p>



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 training team if you have specific training needs or would like to apply for CPD points to your professional body, and we can look at how we can 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.

 info@cmhahk.org

 cmhahk.org

 [City Mental Health Alliance Hong Kong](#)



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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.