

TELUS Health Learning **BRAVE Leadership certificate program.**

This new Learning program is designed to help leaders develop psychological and behavioural tools that can help them promote mental health and wellbeing in the workplace.



69%

Of people say their managers had the greatest impact on their mental health, on par with the impact of their partner.¹



23%

Of workers report needing better support from their manager to perform better at work.²

TELUS Health has collaborated with Queen's University to create **the BRAVE Leadership program:**

Bold: Having the courage to act according to values and business needs

Regulated: Being able to manage one's own feelings, thoughts, and behaviours

Agile: Being able to think and behave flexibly in times of intense emotions or crisis situations

Vulnerable: Having the capacity to admit to not having all the answers or to making mistakes

Engaged: Being able to direct energy and attention into productive action

The program covers three areas of leadership skills — emotional agility, compassion and courage — that are built throughout the program in the contexts of individuals, teams, and organizations. This structure can help leaders cultivate knowledge and skills that can enable them to respond effectively to challenges and crises.



This certificate program is meant to build on the **Mental Health In The Workplace For Leaders Program:**

It can help leaders of all levels move beyond the basics of mental health awareness and develop skills to support employees experiencing mental health challenges.

BRAVE Leadership also helps leaders learn to be proactive about creating a healthy workplace, including identifying and addressing factors that can potentially deplete the wellbeing in teams.

The BRAVE Leadership certificate program can help:

- **Define the core skills of BRAVE Leadership:** emotional agility, compassion and courage
- **Examine a VUCA (volatility, uncertainty, complexity and ambiguity) context** crisis and explore BRAVE Leadership responses
- **Recognize the business imperative** of creating organizational conditions that foster wellbeing and mental health in a context of challenge and change
- **Understand the psychobiology** of mental health and wellbeing at the individual level
- **Recognize common behavioural, cognitive and emotional “traps”** that erode wellbeing in the workplace
- **Employ BRAVE Leadership tools** for cultivating psychological safety and promoting wellbeing within the team climate
- **Identify the importance of strategy, governance and culture** as factors in cultivating organizational wellbeing
- **Problem-solve workplace situations** using the BRAVE Leadership toolkit

Learn more here



1. <https://www.forbes.com/sites/tracybrower/2023/01/29/managers-have-major-impact-on-mental-health-how-to-lead-for-wellbeing/?sh=60e5ae972ec1>

2. https://go.telushealth.com/hubfs/MHI%202024/Canada_MHI_February_English_2024.pdf