

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

# Building a Mentally Healthy Organisational Culture

A Strategic Framework for Senior Leadership

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

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## Programme Overview

This programme empowers C-suite leaders to champion a mentally healthy culture, recognizing that true change begins at the top. Participants will gain actionable insights to integrate well-being into strategic decisions, fostering a thriving and productive environment for all.

### Learning Objectives

- ✓ Understand the tangible benefits of a mentally healthy workplace, such as increased productivity and reduced attrition, and learn how to align these with your organisation's strategic goals.
- ✓ Identify and cultivate leadership behaviours that foster psychological safety and trust, directly impacting employee engagement and performance.
- ✓ Learn to design and implement supportive policies and processes that address common workplace stressors and promote resilience.
- ✓ Develop practical methods for assessing the current state of your organisation's mental health culture and identifying areas for improvement.
- ✓ Construct a compelling business case for investing in mental well-being initiatives, demonstrating a clear return on investment.
- ✓ Create a sustainable action plan to embed mental well-being principles into your organisation's core operations and leadership practices.

#### WHO SHOULD ATTEND

This programme is designed for CEOs, CHROs, and senior leadership teams aiming to proactively build and sustain a mentally healthy organizational culture.

## Programme Content

### 1. What a Mentally Healthy Culture Looks Like

A mentally healthy culture is one where employees feel safe, supported, and valued, enabling them to perform at their best. This involves open communication, respect for diverse needs, and a focus on well-being as a strategic imperative, not just an HR initiative. Such environments lead to higher innovation, better problem-solving, and increased employee loyalty. We will explore real-world examples from Indian corporations where these principles have been successfully embedded, demonstrating tangible improvements in employee morale and business outcomes.

 **Activity: Group discussion: Sharing current perceptions of a 'mentally healthy culture' within participants' organisations.**

### 2. Leadership Behaviours That Make or Break Culture

Leadership actions, both big and small, significantly shape the psychological climate of an organisation. Demonstrating empathy, active listening, and vulnerability are crucial for building trust. Conversely, behaviours like micromanagement, lack of transparency, or dismissing concerns can erode morale and create a toxic environment. This section will equip leaders with practical tools to model supportive behaviours, encouraging open dialogue and fostering an atmosphere where employees feel empowered to speak up without fear of reprisal.

 **Activity: Role-playing exercise: Practicing empathetic communication in challenging scenarios.**

### 3. Structural Interventions: Policies and Processes

Beyond individual behaviours, robust organizational structures are essential for sustaining a mentally healthy culture. This includes reviewing and updating policies related to workload management, flexible working arrangements, and clear communication channels. We will examine how to integrate well-being considerations into performance management and reward systems, ensuring that support for mental health is embedded in the employee lifecycle. Practical examples of policy enhancements that have positively impacted employee well-being in Indian contexts will be discussed.

 **Activity: Interactive workshop: Brainstorming policy adjustments for enhanced employee support.**

#### 4. Measuring Mental Health Culture

To effectively improve a mentally healthy culture, one must first understand its current state. This section focuses on practical methods for measuring employee well-being and perceptions of the workplace environment. We will explore the use of surveys, focus groups, and analytics to gather data, identify key drivers of stress, and pinpoint areas needing attention. Learning to interpret this data will enable leaders to make informed decisions and track the impact of their interventions over time, ensuring continuous improvement.

 **Activity: Case study analysis: Evaluating sample data from employee well-being surveys.**

#### 5. Building the Internal Business Case

Investing in mental well-being is not just a social responsibility; it is a strategic business imperative. This section will guide you in constructing a compelling case by highlighting the direct correlation between a healthy workforce and organizational success. We will delve into quantifiable benefits, such as reduced absenteeism, lower healthcare costs, improved retention rates, and enhanced productivity. Understanding these economic advantages will empower you to secure buy-in and resources for well-being initiatives from all stakeholders.

 **Activity: Group activity: Developing key arguments for an internal business case presentation.**

#### 6. Creating a Sustainable Action Plan

Translating insights into impactful change requires a clear and actionable roadmap. This final section focuses on developing a tailored strategy for your organisation, outlining specific steps, responsible parties, and timelines. We will discuss how to prioritize initiatives, allocate resources effectively, and establish mechanisms for ongoing monitoring and feedback. The goal is to create a robust plan that ensures mental well-being becomes an integral and enduring part of your organisational fabric.

 **Activity: Individual/Team Exercise: Drafting initial components of an organisational action plan.**



## Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Conduct leadership workshop on empathetic communication and psychological safety.	HR/Senior Leadership	Week 1	Ensure facilitation covers diverse Indian cultural nuances.
Review and update existing HR policies to better support employee well-being (e.g., flexible work, leave policies).	HR	Month 1	Benchmark against best practices in similar Indian industries.
Implement a confidential employee feedback mechanism (e.g., pulse surveys) focused on workplace culture and well-being.	HR	Week 2	Communicate clearly to employees about the purpose and confidentiality of the feedback.
Develop and present a data-driven business case for enhanced mental well-being initiatives to the Board/Senior Management.	CHRO	Month 1	Include projected ROI and impact on key business metrics.
Identify and train internal 'Well-being Champions' across departments to promote initiatives.	HR/Manager	Month 2	Ensure champions receive adequate training and support.
Integrate well-being metrics into the organisation's annual strategic planning and performance review process.	Leadership	Quarter 1	Establish clear KPIs and accountability for well-being outcomes.

## About Manas



### Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

### Manas – Center for Mental Wellness & Counselling

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**Disclaimer:** This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: [manu@manas365.com](mailto:manu@manas365.com) | +91 99818 13224