Mind Matters At Work

Building a Mentally Healthy, Resilient and Supportive Workplace



A practical, evidence-informed workshop designed for employees, supervisors, managers, human resources personnel and organisational leaders.

INVESTMENT

K4,999.00

DATE

15TH – 16TH OCT 2026

VENUE

FAMILY LEGACY HOTEL, LUSAKA

Addressing gaps and creating solutions that transform lives

An Invitation to Build a Healthier Workplace

Dear Colleague,

Mental health shapes how people concentrate, connect, decide and perform at work — and how safely they do it. Stress, anxiety, burnout and other conditions are not rare exceptions in today's workplace; they are a routine part of organizational life, affecting employees and employers alike.

Work can be protective — offering income, structure, purpose and connection — but poorly designed or poorly managed work can just as easily create the conditions for distress: excessive workloads, unclear roles, harassment, job insecurity and poor work-life balance. The World Health Organization and International Labour Organization are clear on this point: workplace mental health cannot rest on individual coping strategies alone. Employers must also identify and reduce the conditions that cause harm.

Mind Matters at Work is a practical, two-day programme for employees, supervisors, managers, HR personnel and organizational leaders who want to move from good intentions to a working protocol — one that prevents harm where possible, responds well when it isn't, and treats every person with dignity.

What the Workshop Delivers

- ✓ A shared, practical understanding of mental health, psychological safety and workplace wellness
- ✓ The ability to identify psychosocial risks and burnout before they escalate
- ✓ A structured, rehearsed method for responding to a colleague in distress
- ✓ Clear guidance on reasonable accommodation, return-to-work and non-discrimination
- ✓ A draft workplace mental health protocol your organization can adopt immediately
- ✓ A prioritised, time-bound organizational action plan

Who Should Attend

This workshop is designed for mixed cohorts of employees, supervisors, line managers, HR personnel and senior leaders. Bringing several levels of your organization together in the same room is deliberate — the protocol and action plan built on Day Two work best when the people who will implement them are the same people who helped design them.

Programme Guide

Two days. Two outcomes: a workplace that prevents harm where it can, and responds with skill and dignity where it can't.

Day One — Understanding and Preventing Poor Mental Health

Establishes the foundation: what mental health is, how work affects it, and how to spot psychosocial risk and burnout before they take hold.

TIME	SESSION
08:00 – 08:30	**Registration & Tea**
08:30 – 09:00	**Opening & Workshop Orientation** *Objectives, ground rules, confidentiality and psychological safety*
09:00 – 10:00	**Understanding Mental Health & Wellness** *Mental health vs. mental illness, the mental health continuum, myths and stigma*
10:00 – 10:15	**Tea Break**
10:15 – 11:15	**Mental Health in the Workplace** *How work protects or harms wellbeing; impact on performance, attendance and safety*
11:15 – 12:30	**Workplace Psychosocial Risks** *Workload, hours, control, harassment and job insecurity — includes a risk-mapping exercise*
12:30 – 13:30	**Lunch**
13:30 – 14:30	**Recognizing Stress, Anxiety & Depression** *Emotional, behavioural and performance signs — without diagnosing*
14:30 – 15:30	**Understanding & Preventing Burnout** *Individual, team and organizational-level prevention strategies*
15:30 – 16:00	**Personal & Organizational Wellbeing Planning** *Each participant commits to one action for after Day One*

Day Two — Responding, Supporting and Building a Healthy Workplace

Turns understanding into capability: how to respond to distress, support existing conditions, accommodate fairly, and leave with a protocol and action plan in hand.

TIME	SESSION
08:00 – 08:20	**Registration & Tea**
08:20 – 08:40	**Review & Reflection on Day One**
08:40 – 09:40	**Recognizing Mental Distress & Urgent Risk** *Warning signs requiring escalation and safe emergency response*
09:40 – 10:40	**Responding to a Person in Distress** *An 8-step structured response, practised through role play*
10:40 – 11:00	**Tea Break**
11:00 – 12:00	**Supporting Pre-Existing Mental Health Conditions** *Dignity, non-discrimination, confidentiality and disclosure*
12:00 – 13:00	**Reasonable Accommodation** *Case-based practice building person-centred accommodation plans*
13:00 – 14:00	**Lunch**
14:00 – 14:45	**Return-to-Work & Retention** *Gradual return, phased duties and sustainable participation*
14:45 – 15:15	**Roles & Psychological Safety** *Responsibilities of employees, managers, HR and leadership*
15:15 – 16:00	**Workplace Protocol & Action Planning** *Draft protocol and a prioritised organizational action plan*
16:00	**Meet & Greet / Presentation of Certificates**

Your Facilitators



Dr. Mah W. Asombang

Dr. Asombang is a Psychiatry Registrar based in Lusaka, Zambia, and a licensed psychosocial counselor and Global Health Consultant. She trained at Our Lady of Fatima University (Philippines) and holds a Master of Science in Global Health from the Brighton and Sussex Medical School (UK).

Her work spans mental health, healthcare systems, infectious diseases and digital health innovation. As CEO and Founder of Global Health Innovations Limited, she is focused on advancing health equity and research-led solutions for sustainable development.



Dr. Jackson Shawa

Dr. Shawa is a Psychiatry Registrar based in Lusaka, Zambia, with a background in clinical medicine and public health, and holds a Master of Public Health. His work spans clinical and community psychiatry, public health, mental health systems strengthening and workforce development, research and advocacy.

He is particularly focused on improving access to quality mental health care and translating research into practical, usable solutions.

How the Workshop Is Delivered

- ✓ Short, evidence-informed presentations
- ✓ Facilitated discussion and workplace case studies
- ✓ Role play and supportive-conversation practice
- ✓ Psychosocial-risk mapping and reasonable-accommodation exercises
- ✓ Group development of a workplace protocol
- ✓ Pre- and post-workshop assessments, with participant feedback

Registration

Company / Organization Name:_____

Type of Business:_____

Address:_____

Contact Person & Position:_____

Tel: Email:

Delegates

Delegate 1 — Name & Position: E-mail:

Delegate 2 — Name & Position: E-mail:

Delegate 3 — Name & Position: E-mail:

Delegate 4 — Name & Position: E-mail:

Delegate 5 — Name & Position: E-mail:

Authorisation

Signatory must be authorised to sign on behalf of the company.

Name: Position:

Signature: Date:

Investment & Payment

DATE	VENUE	INVESTMENT
15 – 16 October 2026	Family Legacy Hotel, Lusaka	ZMK 4,999.00 per delegate

Payment is due in full at registration and covers facilitation, lunches, refreshments and full workshop materials, including the draft workplace mental health protocol template. Registration is confirmed only once payment is received.

Banking Details

Bank: **United Bank for Africa**
Account Name: **Global Heath Innovations Limited**
Account Number: **9010030007891**
Branch: **Head Office**
Branch Code: **370001**
Swift Code: **UNAF2MLU**

Cancellations, Substitutions & Postponements

Substitute delegates may be provided at any time at no charge. For written cancellations received more than seven (7) days before the workshop, a 100% credit (less a 10% administration fee) is issued toward a future Global Healt Innovations event, valid for one year. Cancellations received seven (7) days or less before the event, including day seven, are not eligible for credit. No cash refunds are issued for cancellations or postponements. If Global Health Innovations postpones or cancels an event, payments are credited in full toward the rescheduled date or a future event, valid for one year.

Reserve your place today — spaces are limited to keep the workshop practical and personal.

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