

03 Fact sheet

The role of leadership

Leadership commitment and engagement is the most important factor to achieve healthy workplaces¹.

- With leadership and management support behind you, your actions to improve the culture and mental health of the workplace are more likely to be effective².
- If those communicating the messages, e.g. leaders and managers, also model the behaviours, it makes the message more attainable or 'real' for people³.

For more information:

business.govt.nz for great advice and tools for improving your skills in leadership and managing people.

Champion the Five Ways:

- **Create a shared sense of purpose** – clearly communicate your vision for a mentally healthy team or workplace and take people along for the journey.
- **Really listen** – ask your team what they think about the Five Ways to Wellbeing and really **TAKE NOTICE** and take onboard what they say.
- **Set clear expectations** – ask managers to actively promote and support their people and teams to participate in the Five Ways.
- **Set the tone** – champion the Five Ways through staff emails, notice boards, staff Facebook groups, finding an opportunity to speak about it and participating in activities.
- **Lead by example** – be a role model for others and introduce the Five Ways into your life – take a well-earned break, go for a walk, say thank you, notice the trees and clouds and sky.

Be the best leader you can be with the Five Ways:

- **Value your people** – **TAKE NOTICE** of people's efforts and hard work and **GIVE** credit where it's due.
- **Create a culture of continual learning** – provide opportunities for people to grow and **KEEP LEARNING**.
- **Strengthen relationships & build trust** – take a moment every day to chat and **CONNECT** with your people.
- **Find your balance** – schedule time in your diary to exercise and **BE ACTIVE**.
- **Make yourself available to your people** – **GIVE** your time.

1 World Health Organization (2017). Five keys to healthy workplaces.

2 PricewaterhouseCoopers. (2014). Creating a mentally healthy workplace Return on investment analysis.

3 Mental Health Foundation of New Zealand (2017). Working Well. A workplace guide to mental health.