

WAPS Knowledge Sharing Forum - 5 Mental Health And Productivity

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WAPS fifth Knowledge Sharing Forum was held on November,16,2023 on the theme " Mental Health and Productivity".

Since the COVID 19 , mental Health challenges have been a topic of high essence as it has multiple implications on people , Schools, work and Society at large. When we talk about Mental Health we talk about mind.

Speakers for the forum were :

1. Dr Harvey Schipper , Professor of Medicine, University of Toronto, Key note Speaker.
2. Ms. Daryl Chow , Lead Agile Coach, Hong Kong
3. Dr Joanne Frederick , Professor of Counselling, USA
4. Ms. Elyse Schipper, Executive Director, Family Services, Ottawa, Canada.

Dr Harvey Schipper in his opening remarks highlighted the importance of Mental Health in Society. He brought out that a study during second year of COVID 19 pandemic carried out by a psychologist found that 30% or more between the age group 15-30 experienced major mental consequences of pandemic.

The points made by panelists were as follows :

Ms. Daryl Chow :

1. From a research survey done in Hong Kong, 1 in 7 people develop common mental disorder in their life, such as anxiety, depression. Work place being top stressor.
2. Pandemic reshaped the whole consumer behavior , habits and life style. Business environment has become more volatile.
3. Use of ADKAR (Awareness, Desire, Knowledge, Agility , Reinforcement) model and multiple means of communication (executive forum, leadership workshops, fire side chats, newsletters) are being used to manage change.
4. With this approach every staff can be listened to and everyone in the team can contribute to shaping the team.
5. Approach has helped in boosting innovation, continued improvement, leadership and high staff quality.
6. People are key to productivity. We need to create right work environment in order to achieve business goals. Work place is common to all.

Dr Joanne Frederick :

1. Mental Health is one's ability to manage the psychological, emotional, spiritual and Social wellbeing.
2. Productivity is the state of quality of producing outcomes.
3. If one has poor mental health , it means one does not have strong ability to deal with issues like depression, anxiety and burn out thus decreasing one's motivation and productivity.

4. Strategies for managing Mental Health :
 - a) Figure out culturally what is appropriate care for mental health.
 - b) Seek professional help for talking to and medication.
 - c) Read self help books.
 - d) Channelizing your thoughts.
 - e) Reading inspirational books for affirmation.
 - f) Better manage your schedule.
 - g) Decrease procrastination.

Ms. Elyse Schipper :

1. Mental Health challenges are common.
2. It is to do with overall perspective of different parts of one's life, coping, managing and optimizing them.
3. Ealy and timely treatment helps.
4. Pine River Institute follows the theory centered around rooting out the cause and dealing with it rather than cutting the symptoms as the latter is short term.
5. Resources are channelized towards helping the youth and their family members for a sustained period in order to fully address underlying challenges and create systems that support healthy life moving forward.
6. Care givers play pivotal role in influencing the outcomes .
7. Parents have a major role in the therapy as they know the baseline of the person.
8. Parents also have a lot at stake and are most motivated for the job of getting their kids get well.
9. Parents need to be educated , empowered and supported in their care giving role.
10. Family Services, Ottawa, sees it in a bigger picture of a system that supports and challenges a person's ability to be okay by incorporating the person's overall life style.
11. Best treatment for mental health is to address all areas of a person that are either barriers or enablers to well being.
12. Raise your expectations from them to raise them.
13. Mental Health care needs long term funding .
14. Maximize underused resources.
15. Focus on Mental Health would help increase both individual and family productivity.