

# CONCIO

Workshop

## Mental health in small businesses

### Participant Brief

With support from



# About the Workshop

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Small businesses make up the vast majority of operational businesses in Australia, and span a diverse range of industries from your local cafe to the next FinTech startup. The pressures and stresses experienced when starting, running or working in a small business are unique, as uncertainties are relentless while responsibilities mount.

Concio Group are partnering with batyr Australia and UTS Faculty of Transdisciplinary Innovation to run a collaborative workshop to explore and interrogate the problem of mental health in the workplace. We have recognised you as a key stakeholder within this issue and we would like to invite you to attend as a participant.

The key focus of our workshop will be *'How can small businesses prevent poor mental health in their workplace?'*

This is an opportunity for participants to work collaboratively with others from a variety of disciplines and contexts, including students from the UTS Bachelor of Creative Intelligence and Innovation, staff members from mental health organisation batyr Australia, and a wide variety of industry professionals.

# Details

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## Venue

UTS Building 15, Level 3

622 Harris St, Ultimo

## Date & Time

Thursday 7 March 2019, 5:45–8pm

*We also invite you to stay for a drink and chat with other participants from 8pm.*

## Access

### *Public Transport*

Closest train station – Central Station

Closest bus stop – Harris St at Mary Ann St (501)

### *Car*

Limited paid parking is available at the [Novotel Sydney Central – Wilson Parking](#)

### *Foot*

Walking down The Goods Line turn left down the stairs after passing the Dr Chu Chak Wing building and Building 15 is there on the corner of Mary Ann St and Omnibus Lane.



# Problem Space

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## Key Statistics

- Small business accounts for almost 98% of actively trading businesses in NSW.
- 1 in 5 (21%) Australian employees report that they have taken time off work due to feeling mentally unwell in the past 12 months.
  - This jumps to 46% in workplaces employees consider mentally unhealthy, but drops to 13% in those considered mentally healthy.
- Only 52% of employees believe their workplace is mentally healthy, despite 91% believing mental health in the workplace is important.
- Only 56% of employees believe their most senior leader values mental health.
- 81% of organisational leaders indicate their workplace has policies, procedures or practices to support mental health, but 35% of employees don't know these resources exist or don't have access to them.

## Challenges & Opportunities

- Identified challenges and opportunities for change:
  - Obligation to work when sick
  - Financial stress
  - Multiple responsibilities (including responsibility for staff)
  - Challenges in obtaining work-life balance
  - Long work hours
  - Taking work home
  - Working in isolation

[See references page.](#)

# Code of Conduct

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The event is focused on providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, nationality, religion, previous workshop attendance or computing experience (or lack of any of the aforementioned).

We do not tolerate harassment of Concio Workshop participants in any form. Sexual language and imagery is not appropriate at any venue, including workshops, talks, workshops, parties, social media and other online media. Concio Workshop participants violating these rules may be sanctioned or expelled from the workshop without a refund at the discretion of the organisers.

*This event will be photographed. If you do not wish to be photographed please contact event organisers.*

Your attendance at the event is also subject to the [Concio Workshop Participant Terms and Conditions](#).

# Contact Information

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# References

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icare and Everymind 2017, *Can digital interventions help to improve mental health and reduce mental ill-health in small business?*, <<https://www.icare.nsw.gov.au/-/media/ee2af8c5e92d49e5b2107ea81cdc1588.ashx>>.

Beyondblue and TNS Global, *State of Workplace Mental Health in Australia*, <<https://www.headsup.org.au/docs/default-source/resources/bl1270-report-tns-the-state-of-mental-health-in-australian-workplaces-hr.pdf?sfvrsn=8>>.

A list of additional resources can be found at  
[concio.group/resources/mental-health](https://concio.group/resources/mental-health)

# About batyr

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batyr is a 'for purpose' preventative mental health organisation, created and driven by young people, for young people. Their programs address "the elephant in the room" in a unique and relatable way for young audiences, utilising trained speakers with a lived experience with mental health. They smash the stigma surrounding mental ill health and empower young people to reach out for support, while creating more connected and resilient communities. batyr aim to: engage ,educate and empower young people by giving them the knowledge and skills to lead mentally healthy lives. Their vision is that all young people are engaged in positive conversations about mental health and are empowered to reach out for support when needed.

batyr also train young people to speak about their personal experience with mental ill health and start a positive conversation in their community. batyr then train facilitators to take these young speakers into schools and universities across the country to share their story in structured and dynamic way to promote mental health awareness, peer-to-peer support, positive help seeking behaviours and pathways to further care. The batyr@school and batyr@uni programs empower young people to reach out for support from a wide range of mental health services around them (School Counsellors, GPs, not-for-profit service providers), and improve overall mental health literacy.

For more information, visit [batyr.com.au](https://batyr.com.au)





# About BCII

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The Bachelor of Creative Intelligence and Innovation (BCII) is a unique combined degree that encompasses high-level critical and creative thinking, invention, complexity, innovation, future scenario building and entrepreneurship; leading-edge capabilities that are highly valued in the globalised world.

The transdisciplinary nature of this degree makes it unique and amongst the most ambitious programmes of its kind worldwide. The BCII goes well beyond the design-thinking and design-led innovation programmes now common in the university environment, to examine how innovation is led from multiple disciplinary perspectives. It goes beyond the arts-based approach to creative thinking, too, by including the sciences, IT, engineering, health, business and law in its field of enquiry.

BCII students are privileged to work alongside seasoned professionals across a wide variety of industries – as such they have the advantage of working at a level of sophistication uncommon in the academy, with real clients, tackling real briefs in real time. They learn about thought leadership from thought leaders. They learn how to locate value, create value and communicate their own value and their competitive advantage upon graduation.

For more information, visit [uts.edu.au/future-students/transdisciplinary-innovation/undergraduate-courses/creative-intelligence-and/degree](https://uts.edu.au/future-students/transdisciplinary-innovation/undergraduate-courses/creative-intelligence-and/degree)



# About Us

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Founded in 2017 on the principle of pursuing positive impact, Concio facilitates new and exciting opportunities for organisations and teams through innovation methodologies. Concio can help you access untapped creative potential and overcome blocks in creative processes with higher engagement and lower costs than alternative methods. We achieve this through the energy of our young team, fuelled by the passion that drives us to help organisations innovate and solve problems.

Currently we are achieving this vision through our various workshops which we are proud to have delivered to such a broad variety of clients, from a UN-affiliated legal services firm to one of the largest hotel groups in the world to a local University medical research team. We look forward to continuing to work with new and existing clients across such a diversity of industries.

This means we are able to offer ideation workshops that bring with them a depth of experience in innovation practices without having to compromise on the integral breadth of experiences and ideas.

For more information, visit [concio.group](https://concio.group)

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