

The Understanding Webinar Series 2026



Developing Employee Mental Health & Fitness

This webinar series is designed to help employers meet their health and safety obligations and foster a healthier, more adaptive workplace by equipping employees with the psychological tools to thrive. Each session blends neuroscience, evidence-based frameworks, and practical strategies to address key drivers of wellbeing, like stress, discomfort, communication, emotional intelligence, and change. Participants will learn how to manage pressure, support others, and build habits that sustain performance and mental fitness.

Invest in Employee Mental Fitness

Supporting employee mental health is a strategic investment in performance, safety, engagement, and long term resilience. This webinar series helps employers proactively build mental fitness across their teams by introducing practical, science-backed strategies for managing stress, navigating discomfort, and adapting to change.

These 30-minute, bite-sized webinars are jam packed with latest research, expert guests, experienced panel members and much more. Receive practical takeaways and links to tools, resources, and advice.

The webinars are free however recordings can be purchased and hosted on internal servers for employees to watch on demand.

TOPICS

1

Understanding Stress & Fight or Flight

This webinar helps employees understand the science behind stress, why it's important and how it shows up at work. Through practical strategies like reframing and breathing techniques, participants will learn how to manage stress more effectively and reappraise it as a tool for performance and growth.

Webinar Dates

5 Feb	Understanding stress & fight or flight
5 Mar	Understanding being uncomfortable
16 Apr	Understanding the mental health signs around you
7 May	Understanding mental fitness
11 Jun	Understanding communication
9 July	Understanding human bias
6 Aug	Understanding the experience of change
3 Sep	Understanding group decision making
15 Oct	Understanding emotional intelligence
12 Nov	Understanding reframing

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Understanding Being Uncomfortable

This webinar explores the science of being uncomfortable and why discomfort is often associated with growth. Through evidence-based frameworks like ACT and growth mindsets, participants will learn about why we avoid discomfort, and why we are uncomfortable during difficult conversations, to grow greater psychological flexibility.

3

Understanding the Mental Health Signs Around You

This webinar helps employees recognise the signs of mental health challenges in others and understand how these can affect workplace performance and wellbeing. Participants will learn practical, evidence-based strategies for approaching supportive conversations with care.

4

Understanding Mental Fitness

This webinar introduces the concept of mental fitness as a proactive, everyday skillset that supports emotional agility and sustainable performance. Participants will explore how habits like sleep, exercise, social connections, boundaries, and recovery to understand how they interact with wellbeing and performance.

5

Understanding Communication

This webinar explores how effective communication builds trust, clarity, and respect in the workplace. Participants will learn the importance of honest communication and tips to be respectfully assertive. Participants will leave with new insights into the science of difficult conversations.

6

Understanding Human Bias

This webinar unpacks the science of human bias, why it exists, how it shows up in workplaces, and what it means for decision-making. Through interactive tasks, real-world examples, and evidence on diversity, and inclusion participants will learn to recognise bias and learn strategies to reduce its impact.

7

Understanding the Experience of Change

This webinar helps employees understand the psychological experience of change and why it often feels uncomfortable. Using practical examples, neuroscience insights, and evidence-based models, participants will learn strategies to adapt and grow through change.

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8

Understanding Group Decision Making

This webinar is an extension of understanding human bias and explores the psychology behind group decision-making and why teams sometimes make flawed choices despite good intentions. Participants will be enabled to spot decision making shortcomings and understand how to implement mitigating techniques.

9

Understanding Emotional Intelligence

This webinar introduces emotional intelligence as a workplace skill and how it helps us relate to others and navigate complex social dynamics. Participants will explore different types of intelligence and consider how diverse cognitive strengths contribute to team success.

10

Understanding Reframing

This webinar aims to introduce reframing as a powerful cognitive skill that can help employees shift perspective, manage difficult emotions, and adapt to change more effectively. Through practical examples and psychological insights, participants will learn how to reframe challenges like grief, uncertainty, and workplace stress into opportunities for growth and resilience.



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