

## LENLEASE CASE STUDY

### OVERVIEW

Lendlease is a leading international property and infrastructure group located in Australia, Asia, Europe and the Americas. Listed on the Australian Securities Exchange and with around 12,600 employees worldwide, Lendlease's capabilities span the entire property value chain.

A global health assessment of the organisation in 2013 revealed that 16 per cent of employees globally were at high risk of developing depression and just over 9 per cent experienced stress related to work.

The global assessment informed Lendlease's Health and Wellbeing Framework, which was launched in October 2014. It covers four key pillars – Supporting Healthier Minds, Developing Healthier Bodies, Building Healthier Places and Creating Healthier Cultures - to ensure a holistic approach to health and wellbeing.

To ensure the successful delivery of the supporting healthier minds pillar, Lendlease has strengthened previous partnerships with beyondblue and MATES in Construction to roll out programs to raise awareness, educate and assist employees in better understanding mental health.

### THE CHALLENGE

Lendlease was also looking to partner with an organisation that could provide additional resources to help employees take a **more active approach** to improving and supporting the mental health of colleagues, friends and family and be better able to recognise the signs and symptoms of a developing or current mental illness.

This would require in-depth training to complement the existing suite of programs. It would also involve the development of appropriate selection criteria for participants to ensure the appointment of the most appropriate mental health first aid officers.

### THE SOLUTION

Mental Health First Aid was a natural choice for what Lendlease wanted to achieve. Not only did it meet Lendlease's very exacting training requirements but thanks to its licensee arrangements worldwide, it had the necessary infrastructure to manage the task globally.

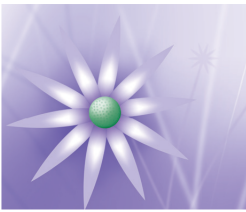
Following a successful pilot of the program in the UK, the MHFA program was officially included in the global portfolio of mental health programs and rolled out in Australia in late 2014, with Asia and Americas coming on board in mid-2015.

[www.mhfa.com.au](http://www.mhfa.com.au)

**A not-for-profit organisation focused on mental health training and research**

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Mental Health First Aid Australia is a trading name of Mental Health First Aid International ABN: 57 153 480 436



## MENTAL HEALTH FIRST AID AUSTRALIA

MHFA officers are to be found in Lendlease project teams and offices across Australia and comprise a mix of site foremen, HR professionals, engineers, sustainability officers, shopping centre employees and retirement village managers. MHFA officers are selected based on their “lived” or professional experience with mental illness, as well as the completion of pre-requisite mental health programs available via the company.

Following their selection, they undergo the two-day MHFA training which is now managed in-house by accredited MHFA instructors at Lendlease. Participants are taught about the signs and symptoms of common mental health problems, how to approach and provide initial help, how to assist and apply first aid in a variety of crisis situations and where and how to guide someone to get professional help.

So far, more than 230 employees globally have been accredited as MHFA Officers, 150 of who are in the company’s Australian operation.

### **THE RESULTS**

There have been multiple instances where officers have been able to step in and help out; leaving leadership teams confident that they have people in place they can count on in an emergency or when the situation dictates..

For the officers themselves, the training has been invaluable. They now have the confidence to intervene and help out when someone is experiencing a mental health problem – be it in the workplace or elsewhere.

Lendlease is committed to creating a culture where mental health is as important as physical health; where people feel comfortable to talk about it, they understand the broader context of the condition and they have the tools to help themselves and others when the need arises.

A second global assessment of the organisation has recently been completed with results anticipated early next year. This is expected to provide a better understanding of how various health initiatives, including mental health and MHFA training, have made a difference.

**For more media information:  
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