

WPA COURSE
25th WPA World Congress of Psychiatry
September 23, 2026

Name of the course: Workplace Mental Health: Changing the Culture

Course Co-Directors:

Vedrana Hodzic, M.D.

Betsy Schwartz, MSW

Course Faculty/Speakers:

Marketa Wills, M.D. M.B.A., CEO and Medical Director, American Psychiatric Association

Vedrana Hodzic, M.D., Director, Fellowships and Medical Education, American Psychiatric Association Foundation

Betsy Schwartz, M.S.W., Senior Director, Center of Workplace Mental Health, American Psychiatric Association Foundation

Petros Levounis, M.D., Past President, American Psychiatric Association, Professor and Chair, Department of Psychiatry, and Associate Dean, Rutgers New Jersey Medical School

Ramaswamy Viswanathan, M.D., Dr.Med.Sc., Past President, American Psychiatric Association

Kasia Curry, M.P.H. – Global Benefits Program Leader, Baker Hughes

Course Objectives

By the end of this course, participants will be able to:

1. Identify global trends of workplace mental health and wellness
2. Be knowledgeable about data that supports workplace wellness
3. Have an increased awareness of workplace best practices such as Notice, Talk, Act at Work
4. Understand comparative workplace wellness challenges and solutions

Brief Description

This course, organized by the Center for Workplace Mental Health at the American Psychiatric Association Foundation, will describe the latest global workplace mental health trends and strategies that employers are utilizing to increase employee engagement and access to mental health care. The course will specifically explain a workplace mental health awareness initiative in the U.S called Notice, Talk, Act at Work (NTA). The course will showcase module content. NTA provides managers and all employees with tools to recognize mental health problems among colleagues, including substance use disorders, as well as how to respond appropriately, and how to link to services. The training is available in 10 languages and customized for specific industries and is a valuable resource for global companies as it provides employees in different countries access to the same tools. The impact of AI and the role of lifestyle factors will also be discussed.

Course Outline:

I. Introduction of Presenters and Participants and APAF: 10 minutes

II. Different Roles of Psychiatry in the Workplace: Medical Director, C-Suite, or Clinician – (Dr. Wills) - 10 minutes

III. Leading Global Workplace Trends - (Dr. Hodzic) - 20 minutes

IV.: Impact of Addiction in the Workplace and Best Practice Solutions - (Dr. Levounis) - 20 minutes

V. Authentic Leadership and AI as a Team Player – (Ms. Schwartz Interviews Dr. Wills) – 20 minutes

Break: 30 minutes

VI. Center for Workplace Mental Health Resources: Notice.Talk.Act for Caregivers and Mid-Career - (Ms. Schwartz and Dr. Hodzic) - 40 minutes

VII. Case Example: Global Industry Specific Initiatives and Global Regulation – (Ms. Curry) – 30 minutes

VIII. Role of Employers in Supporting Lifestyle Choices – (Dr. Viswanathan) – 15 minutes

IX. Discussion of Country Experiences – (Audience) – 30 minutes

X. Closing – 15 minutes

Methods and materials

PowerPoint presentations, recommended readings, interactive discussion, video.

Reference List:

Attridge M. A Global Perspective on Promoting Workplace Mental Health and the Role of Employee Assistance Programs. *Am J Health Promot.* 2019 May;33(4):622-629. doi: 10.1177/0890117119838101c. PMID: 31006254.

Iles R, Sheppard DM. Establishing Key Domains for Measuring Workplace Mental Health: The Indicators of A Thriving Workplace Survey. *J Occup Rehabil.* 2025 May 24. doi: 10.1007/s10926-025-10302-6. Epub ahead of print. PMID: 40411687.

Limb M. Workplace mental health standard is needed to improve staff wellbeing, say professional groups. *BMJ.* 2024 Sep 27;386:q2120. doi: 10.1136/bmj.q2120. PMID: 39332826.

Business Group on Health. 2025 Employer Well-being Strategy Survey. May 2025. Available at: <https://www.businessgrouphealth.org/resources/2025-Employer-Well-being-Strategy-Survey>.

2025 Gallup, Inc State of Global Workplace

Forrester Consulting Mental Health at Work: The Benefits Gap and How to Close It May 2025

Hudson K. Jan 29, 2025. McKinsey report says workplace wellness is a non-negotiable investment. *HCM Magazine*

McKinsey Health Institute. January 16, 2025. Thriving workplaces: How employers can improve productivity and change lives.

Galagali T. January 23, 2025. Brain health emerges as top priority at Davos. *Forbes*

Global Wellness Institute