



Future-proofing health systems for a
changing world: from strategy to action

Co-creation as a prologue for organisational development: managers' and employees' perspectives on mental health promotion in the workplace

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Mental health promotion (MHP) as organisational capacity building

- MHP at work is about how organisations **respond to tension, pressure and change**
- **Mental wellbeing becomes increasingly central** when organisations face internal strain and external demands
- MHP at work is **continuously negotiated** between individual needs, shared responsibilities and organisational practices
- Co-creation
 - increases understanding towards individual and collective actions developing, enhancing and sustaining MHP
 - has its own issues

Method

RQ

How do managers and employees experience their roles and responsibilities in co-creation of mental health promotion initiatives in the workplace?

Material

Semi-structured interviews

13 managers

10 employees

Analysis

Reflexive thematic analysis

Sustainable decisions - meaningful choices at the organisational and individual levels

Understanding
mental health
promotion

Stepping down
or stepping up

Routines and
possibilities

Meaningful choices in action



Recognizing
everyday
practices and
related roles

Who is responsible for
decision making and
commitment to action
and development?

Meaningful choices make MHP a
mechanism for organisational capacity
building enabling wellbeing at work

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THANK YOU

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**We are in the middle
of knowhere. UEF.**

