YSEALI

YOUNG SOUTHEAST ASIAN
LEADERS INITIATIVE

Fulbright

PROGRAM ● ● ●
BOOKLET

2024 YSEALI HEALTH SEMINAR
The Future of Mental Health in Southeast Asia:
From Individuals to Organizations

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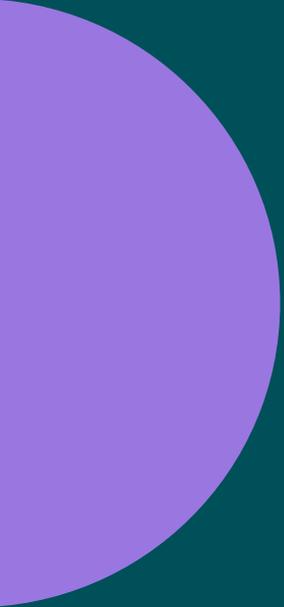
WORKSHOP 1:

JOY IN THE WORKPLACE AND EMPATHIC LEADERSHIP

Instructor: Nathan Gehlert, PhD

JOY IN THE WORKPLACE AND EMPATHIC LEADERSHIP

Nathan Gehlert, PhD

Abstract:
In the one-day workshop, Professor Nathan Gehlert will lead two sessions focused on joy and empathic leadership in the workplace. The workshop is designed to enhance professional fulfillment and leadership effectiveness by prioritizing joy and empathy in workplace settings.

Program structure:
The morning session, "Beyond Success: Prioritizing Joy in the Workplace," explores the importance of joy over happiness in professional settings. It emphasizes joy as a blend of enjoyment, satisfaction, and deep meaning, and highlights its role in enhancing success at work. The session advocates for a focus on meaningful, service-oriented work and proposes building a joy-centered culture in organizations to achieve greater success and fulfillment.

The afternoon session, "Empathetic Leadership," delves into the significance of empathy in leadership roles, exploring its impact on team dynamics and organizational success. Participants engage in discussions, sharing experiences of empathy in the workplace. The workshop includes practical training in key skills such as active listening, empathetic communication, recognizing and validating emotions, and providing emotional support during challenges. Through a series of exercises, role-playing, and case studies, attendees learn to foster a supportive and open workplace culture. The program culminates with an action planning session, guiding leaders to develop and implement empathetic leadership strategies within their teams.

Fellows will develop the following competencies:
- Joy vs. Happiness: Develop an understanding of the difference between joy and happiness, focusing on joy as a deeper, sustainable state combining enjoyment, satisfaction, and meaning.
- Meaning and Purpose Identification: Gain the ability to introspect and discover personal and professional meaning and purpose, including reflecting on existential questions and fostering a culture of meaning-making.
- Empathy in Leadership: Learn the importance of empathy in leadership, recognizing its impact on team dynamics and the success of the organization.
- Active Listening and Empathetic Communication: Enhance skills in active listening and empathetic communication, including practical exercises and role-playing to effectively convey empathy.
- Emotional Intelligence and Support: Develop skills in recognizing and validating emotions in others, and providing emotional support, especially during challenges.
- Implementing Empathetic Leadership: Acquire the ability to apply empathetic leadership principles practically, create psychologically safe environments, and develop actionable strategies for enhancing workplace culture.
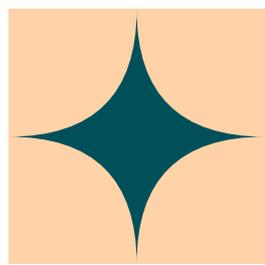
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WORKSHOP 2:

DESIGN AND IMPLEMENTATION OF SCALABLE SHORT MENTAL HEALTH INTERVENTIONS IN ORGANIZATIONS AND COMMUNITIES

Instructor: Ha Thi Hoang, MD, PhD

DESIGN AND IMPLEMENTATION OF SCALABLE SHORT MENTAL HEALTH INTERVENTIONS IN ORGANIZATIONS AND COMMUNITIES

Instructor: Ha Thi Hoang, MD, PhD

Abstract:

How can we implement mental health interventions in organizations and communities where there is an extreme scarcity of qualified therapists? This question is the central theme of this workshop, which aims to address the tremendous shortage of certified mental health counsellors in Southeast Asia. The scarcity of qualified counsellors throughout Southeast Asia means that we need the existence of mental health interventions that are a.) effective, b.) affordable and c.) scalable via peer-to-peer and digital systems in organizations and communities. Fellows will learn about the concept of single session interventions, their design principles, and prototype their implementation and effectiveness within the group.

Program structure:

In an introductory lecture, fellows learn about the potential power of short interventions to address the huge public health demand for effective and scalable mental health treatments.

Fellows will learn about the design principles of short interventions based on psychology frameworks that can be taught to anyone.

Fellows will break out into groups to design short interventions addressing an urgent unmet mental health need relevant to their organizations and communities. This process will be supported by internationally certified counsellors. A key focus during intervention design will be to adapt narratives from "western" psychology to regionally relevant cultural contexts of target communities. The design process of short interventions is further assisted by use of OpenAI.

Fellows will test the acceptance and utility of self-designed interventions among each other through qualitative feedback as well as validated survey instruments. The workshop resumes through a discussion about the challenges of designing, scaling and culturally adapting such interventions.

Fellows will develop the following competencies:

- Apply design framework for creating effective mental health interventions
- Leverage OpenAI in critical manner to design short interventions
- Understanding and applying best practices of cultural adaptation
- Ability to test acceptance and utility of short mental health interventions
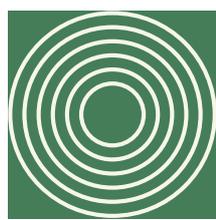
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WORKSHOP 3:

DECISION STRATEGIES FOR ORGANIZATIONAL HEALTH

Instructors:

Janny W. Fritzen, PhD
Graeme Walker, PhD
Willem Smit, PhD
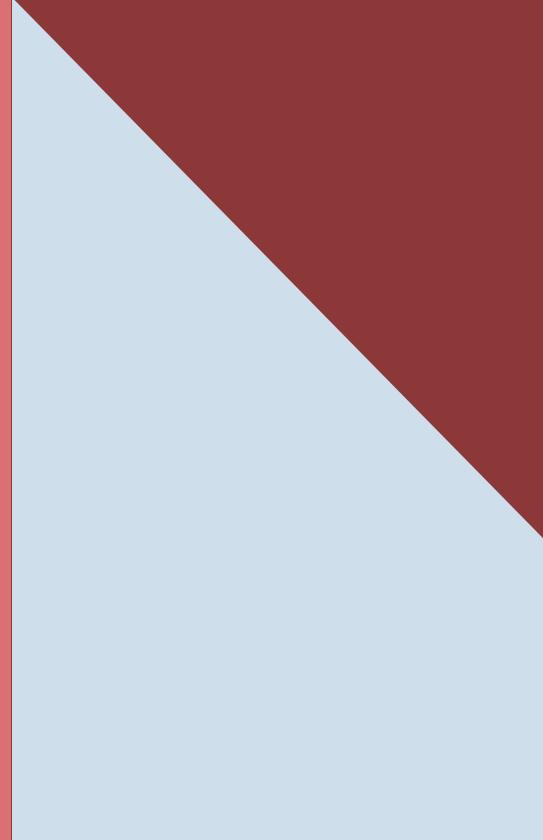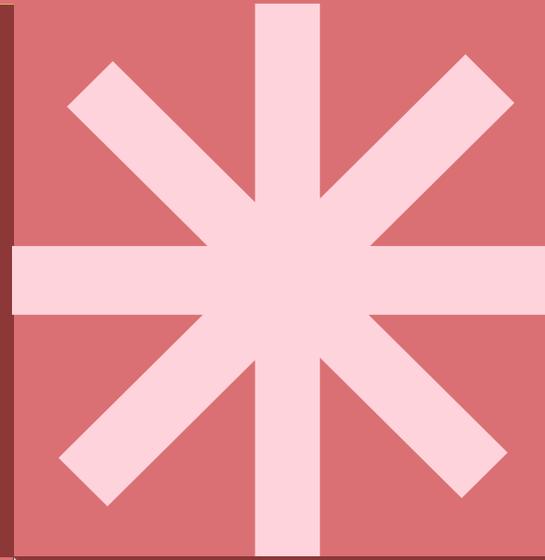
DECISION STRATEGIES FOR ORGANIZATIONAL HEALTH

Janny W Fritzen, PhD   Graeme Walker, PhD   Willem Smit, PhD

Abstract:

In the one-day workshop, entitled "Decision Strategies for Healthy Organizations," Prof. Graeme Walker and Prof. Willem Smit will offer a comprehensive exploration into the intricate realm of decision-making within organizational contexts. This academic endeavor aims to enrich participants' understanding of decision strategies while promoting organizational well-being.

Program structure:

The morning session will set the stage for the day's discourse with an interactive icebreaking session introducing participants to the nuanced dimensions of effective decision-making, fostering a collective understanding of ideal decision-making norms through group deliberation. Following a brief interlude, the workshop will delve into the intricacies of decision-making processes, introducing the concepts of System 1 and System 2 thinking. Through the analytical lens of case studies, participants will engage in an academic exploration of factors influencing decision-making within organizational wellbeing contexts.

Fellows will unpack the intricate relationship between decision confidence and organizational health. Drawing insights from the "Carter Racing" case study, the discourse will delve into cognitive biases and motivational considerations that often deviate decisions from the established normative frameworks.

Fellows will engage in a practical application of the acquired insights, directing attention towards their forthcoming significant decisions in the context of promoting organizational health. The day will conclude with a reflective wrap-up session, allowing participants to distill key takeaways and formulate action plans.

Fellows will develop the following competencies:

- Critical Thinking and Analysis
- Decision-Making Norms and Frameworks
- Cognitive Bias Recognition
- Reflective Decision-Making and Action Planning
- Application of Insights to Organizational Health Challenges and Opportunities
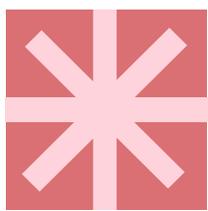
WORKSHOP 4:

TRANSFORMING ORGANIZATION CONFLICT INTO COLLECTIVE WELL-BEING

Instructors: Minh Vo, PhD
Nam Pham, MSc

TRANSFORMING ORGANIZATION CONFLICT INTO COLLECTIVE WELL-BEING

Minh Vo, PhD **Nam Pham, MSc**

Abstract:

An organization can evolve thanks to the presence of productive conflicts. Conflicts can be productive if we normalize it and if we co-create rules on how to deal with conflicts. With the above principle, this curriculum is designed to be experiment based in which participants uncover and play with their personal relationships with conflict and change. In doing so, they gain a broader range of gestalt ways of approaching conflicts in organization contexts. These organization contexts may be deeply enduring (such as family and founding teams), temporary (virtual, distributed, or cross-functional teams), or distributed (a network of stakeholders).

Program structure:

One part of the workshop is intellectual. We will have conversations that allow us to normalize conflict in all domains of organizational life, including family and key relationships at work. Simply put, conflict begins to grow when the collective experience is causing at least one participant to feel disappointed or under-served. It is important to accept it as mundane and permanent. Participants build for themselves a personal framework for approaching the current conflicts that they are experiencing in their work-life journey.

Another part is emotional and social. There are role plays and positioning exercises to evoke emotions and feelings among participants about conflicts and change in their lives and organization. Here, participants and instructor help each other to open up how we are being with conflicts and what we like to change about ourselves, if any.

The last part is collective – this is when we step into the roles of a conflict facilitator. This is a challenging role (and new to many of us); but one that serves us well in our life, allowing us to achieve life's greatest aspirations. No one is perfect at this role, but it is important to know what to do when it is given to us. Throughout, participants each will be entitled to group coaching sessions with the seminar instructor, where they will be developing their personal agenda around conflict and well-being in their lives.

Fellows will develop the following competencies:

* Design organizational structures to manage conflict
* Building a personal framework for approaching conflicts experienced in their work-life journey.
* Acquire comfort from the role of a conflict facilitator
* Practice curiosity and kindness in conflict situations
* Applying the learning from the seminar to real-life situations, as indicated by the coaching sessions occurring over the span of 6 months.
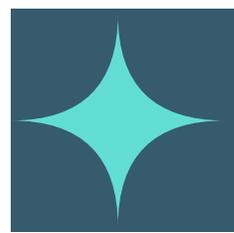
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WORKSHOP 4:

MINI-HACKATHON ON AI FOR MENTAL HEALTH

Instructors:

Vladimir Mariano, PhD

Tobias Burgers, PhD

Ian Kalman, PhD

MINI-HACKATHON ON AI FOR MENTAL HEALTH

Vladimir Mariano, PhD **Tobias Burgers, PhD** **Ian Kalman, PhD**

Abstract:

A tidal wave of Artificial Intelligence (AI) tools and innovations is sweeping through every organization, bringing with it incredible benefits in productivity but also risks that we are only beginning to understand. In this mini-hackathon, we will learn how the mental well-being of organization members are affected by the introduction of powerful AI, discussing the technology's fundamental limitations as well as lessons from history on the introduction of technology in society. Each group will ideate projects and applications that will both reap the benefits of AI while taking care of their members' mental well-being, and that they can run in their own organizations.

Session 1. Analog Lives in Digital Code: The Possibilities and Limitations of Digital Mental Health
Instructor: Ian Kalman, PhD
Program Structure:

This session considers the way in which Artificial Intelligence, and in particular mental health chatbots offer their users both tremendous potential and real danger. We will introduce digital psychiatry, look at ways in which individuals are created by the categories that psychologists impose upon them, and consider the possibilities and limitations inherent in AI chatbots designed to promote mental health. We will introduce digital psychiatry, look at the ways in which individuals are created by the categories that psychologists impose upon them (Hacking), and consider the possibilities and limitations inherent in AI Chatbots designed to promote mental health. After the lecture, students will investigate mental health chatbots in groups, experimenting with the technological medium to identify possibilities and limitations in their efficacy across cultures.

Session 2. The Future is Human (Dr. Tobias Burgers)
Instructor: Vlad Mariano, PhD; Tobias Burger, PhD
Program Structure:

In this session, we will discuss the integration of digital technologies, including AI, into society and how societal acceptance of new technologies plays a crucial role in their successful integration. The acceptance of technology by society has historically affected the conditions under which new technologies have been adopted.

We will be using the technology acceptance model to assess how societies have attempted to integrate new technologies and by what means. Through this model, we will explore how medium to large organizations can create a collaborative framework with their employees to ensure that new technologies such as AI can be integrated successfully. The purpose of this framework is to promote a positive environment in which employees can constructively engage with technological changes, thus avoiding the possibility of negative perceptions, anxieties and fear of potential job replacement or even loss.

Each group of fellows will dissect a specific set of white-collar jobs and identify its tasks. The group will identify and dramatize the cognitive tasks that are expected to migrate from human to machine and then assess how organizational acceptance can be generated toward the changes these technologies will bring forward.

Fellows will develop the following competencies:

- Evaluating the benefits and mitigating the risks of digital technologies
- Technology fluency with human focus
- Critiquing history and assessing the societal implications of technology
- Social intelligence and emotional leadership
- Defining the future of work, its human purpose and job transformation