

WORKPLACE TRAINING CATALOG

Suicide Safer Workplace Training Catalog

Practical training for the moments that matter



Creating workplaces where people feel safe asking for help saves lives. Rocky Mountain Crisis Partners offers evidence-informed training that gives employees and leaders practical language, clear roles, and the confidence to act when someone is struggling.

Flexible delivery In person or virtual • 60 minute sessions to full day workshops • Single trainings or multi-session series

CHOOSE YOUR STARTING POINT

Find the Right Fit

Organizations do not all need the same training. This guide is organized by the change you want to create, from broad awareness to organization-wide strategy. RMCP can help you select or combine options based on your workforce, goals, and current level of readiness.

LEVEL	PRIMARY GOAL	BEST FOR	TYPICAL FORMAT
Foundational	Awareness and shared language	All employees	60–90 minutes
Skill building	Practical response skills	Employees, peers, team leads	2 hours to full day
Leadership and culture	Stronger team practices	Managers, HR, executives	90 minutes to half day
Strategy and systems	Organizational readiness	HR, risk, executive leadership	Workshop or custom engagement
Certified curricula	Recognized training models	Varies by curriculum	1–4 hours

How RMCP approaches training

Practical. Participants leave with language and actions they can use in real situations.

Flexible. Sessions can be adapted for your industry, workforce, delivery format, and available time.

Connected. Training can stand alone or support a broader workplace strategy, peer program, or response system.

LEVEL ONE

Foundational Trainings

Build shared awareness and give employees approachable language for talking about mental health and suicide.

Well This Is Awkward Finding the Words That Save Lives

Best for All employees **Length** 60–90 minutes

Employees learn how to talk about suicide and mental health in ways that feel natural, supportive, and safe. The session reduces fear of saying the wrong thing and builds confidence in checking in with coworkers.

- Start conversations about mental health
- Respond when someone is struggling
- Reduce stigma and silence in the workplace

Talking About Suicide in the Workplace

Best for All employees **Length** 60 minutes

A practical introduction to recognizing warning signs and supporting coworkers who may be struggling.

- Understand common suicide risk factors
- Recognize warning signs in coworkers
- Connect someone to appropriate help

Psychological Safety in the Workplace

Best for Teams and departments, supervisors and managers **Length** 90 minutes

Explore how workplace culture affects mental health and how teams can create environments where employees feel safer speaking up and asking for help.

- Build trust and openness on teams
- Recognize leadership behaviors that shape psychological safety
- Address stigma around mental health

LEVEL TWO

Skill Building Trainings

Move beyond awareness with concrete skills for supporting coworkers and responding to distress or crisis.

Internal Peer Champions Program

Best for Employees, internal wellness champions, team leads **Length** Half day or full day

A flagship program that prepares employees to serve as peer supporters within the workplace.

- Recognize suicide risk
- Use active listening and supportive responses
- Maintain role clarity and healthy boundaries
- Connect coworkers to resources and referral pathways

Responding When a Coworker Is in Crisis

Best for Supervisors, team leaders, and employees **Length** 2 hours

Prepare participants to respond effectively when a coworker discloses mental health struggles or suicidal thoughts.

- Know what to say in a crisis
- Provide immediate, supportive responses
- Connect employees to professional help
- Support the broader team

Crisis Skills for Call Takers and Working in the Community

Best for Call centers, dispatch centers, and customer support teams **Length** Half day

Designed for professionals who interact with distressed callers and need practical tools for high-intensity conversations.

- Use de-escalation techniques
- Recognize suicide risk by phone
- Manage emotionally intense calls
- Maintain professional boundaries

LEVEL THREE

Leadership and Culture Trainings

Equip leaders to create supportive environments, respond consistently, and strengthen a suicide safer workplace culture.

Suicide Safer Workplace for Leaders: Shifting Your Company Wellness Culture

Best for Executives, HR leaders, and managers **Length** Half day workshop

Help leadership teams identify actions that support employee wellbeing and strengthen workplace suicide prevention.

- Recognize organizational risk and protective factors
- Build policies and practices that support employees
- Communicate effectively about mental health
- Plan for sustained culture change

Trauma Informed Leadership

Best for Managers and supervisors **Length** 2–3 hours

Provide leaders with tools to support employees navigating trauma, burnout, or crisis.

- Understand how trauma can show up at work
- Use leadership behaviors that support recovery
- Avoid re-traumatization
- Support employees returning after a crisis or leave

Building Psychologically Safe Teams

Best for Managers, supervisors, and team leads **Length** 2–3 hours

Build day-to-day leadership practices that support trust, openness, accountability, and performance.

- Clarify what psychological safety is and is not
- Recognize how fear, silence, and stigma show up on teams
- Respond constructively to mistakes, feedback, and vulnerability
- Create team norms that encourage speaking up and asking for help

LEVEL FOUR

Advanced Organizational Programs

For organizations ready to move beyond training alone and strengthen the systems surrounding employees, leaders, and teams.

Suicide Risk Audit and Workplace Assessment ASSESSMENT

Best for HR, risk, and executive leadership **Length** Half day plus report

A structured evaluation of organizational policies, culture, support systems, and response readiness related to suicide and mental health.

- Risk and gap analysis across policies and practices
- Evaluation of current support systems
- Leadership and team readiness insights
- Prioritized recommendations report

Building a Suicide Safer Workplace Strategy STRATEGY

Best for HR teams and executive leadership **Length** Full day strategy workshop

RMCP partners with your leadership team to assess priorities and build a comprehensive workplace plan.

- Workplace risk and protective factor mapping
- Crisis response and escalation protocols
- Employee support systems
- Long-term culture roadmap

Workplace Postvention Responding After Suicide POSTVENTION

Best for HR and leadership teams **Length** Customized

Guidance for organizations navigating the aftermath of a suicide or suicide attempt within their workforce.

- Support grieving employees
- Plan clear and compassionate communication
- Reduce suicide contagion risk
- Support organizational recovery

RECOGNIZED MODELS

Certified and Evidence Based Training

RMCP offers established curricula alongside fully customized training. Availability, audience requirements, and delivery format vary by program.

safeTALK by LivingWorks CERTIFIED

Best for Adults and older youth seeking practical suicide alertness skills **Length** 4 hours

An interactive workshop that helps participants notice and respond to signs of suicide safely, confidently, and compassionately.

- Identify people who may be thinking about suicide
- Engage directly and connect them with further help

VitalCog in Construction INDUSTRY FOCUSED

Best for Construction employees and leaders **Length** 1 hour

Designed to help construction workplaces understand the need for suicide prevention while creating space for dialogue and practical workplace change.

- Recognize warning signs
- Start a direct conversation
- Connect a coworker with support

Substance Use First Aid SKILLS BASED

Best for Employees, leaders, and community members **Length** 4 hours

Uses four steps—See, Understand, Facilitate, and Assist—to help participants respond to substance use with curiosity, compassion, and confidence.

- Recognize possible substance use concerns
- Respond without judgment
- Support early connection to appropriate help

QPR Gatekeeper Training CERTIFIED

Best for Employees, leaders, and community members **Length** Typically 1–2 hours

Question, Persuade, Refer teaches a straightforward response to someone who may be considering suicide.

- Recognize warning signs
- Ask directly about suicide
- Persuade and refer someone to help

BUILT FOR YOUR ENVIRONMENT

Custom Training Options

RMCP customizes training so examples, language, and response pathways fit the people and systems in your organization.

CONSTRUCTION AND SKILLED TRADES Jobsite culture, supervisory practice, injury, transitions, and workforce-specific risk.	TRANSPORTATION AND LOGISTICS Mobile workforces, isolation, dispatch, and operational response.	HEALTHCARE AND BEHAVIORAL HEALTH Trauma exposure, burnout, peer support, and recovery-oriented practice.
PUBLIC SAFETY AND DISPATCH High-intensity contacts, cumulative stress, crisis response, and boundaries.	CORPORATE AND MUNICIPAL Leadership consistency, psychological safety, HR pathways, and culture.	CALL CENTER AND CUSTOMER SERVICE Distressed callers, de-escalation, suicide risk, and staff wellbeing.

Training is a starting point

Many organizations begin with one training and later expand into leadership strategy, peer support, postvention planning, or organization-wide systems of care. RMCP can help you identify the right entry point and build a path that fits your people, culture, and goals.

Plan your training

Tell us about your workforce, goals, and the moments you want your people to feel better prepared for. We will help you select an existing course, customize an option, or design a connected series.

Schedule a training consultation!

[CONTACT US HERE](#)

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