



OW

Catalogue of Services

# Organizational Wellness

Please contact us for more information  
1-866-565-4903  
International (Call collect): 604-689-1717  
[homeweb.ca](http://homeweb.ca)



14<sup>years</sup> Homewood Health

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# Health Promotion Services at Homewood Health



The Organizational Wellness team at Homewood Health has access to a wealth of materials and systems that can be used to support customers with people management and health and wellness initiatives. We will customize workplace support approaches to meet the unique and specific needs of your organization. If you are interested in a topic that you do not see listed in this catalogue, please contact us to discuss the possibility of custom content creation.

To ensure the timely organization of facilitators and materials, please allow the following minimum advance booking notices when registering for one of the services below:

**Wellness Sessions, Webinars, and Workshops:**

Four weeks advance notice.

**Health Kiosks:** Six weeks advance notice.

**Nutrition Clinics and Kiosks:** Four weeks advance notice.

**Health Challenge Events:** Eight weeks advance notice.

Customization of existing material, or development of new material, is available upon request. Minimum 6 to 8 weeks notice is required and additional costs may be incurred. Please contact us to discuss your needs.

Pricing information is available upon request. Please contact your Account Manager for more information.



## Connect with us

For more information, or to book a session or workshop, please contact your Account Manager or:

Organizational Wellness:  
[wellnessrequest@homewoodhealth.com](mailto:wellnessrequest@homewoodhealth.com)

Client Services Centre: 1-866-565-4903

# Stress and Resiliency



## **Building Resilience: Understanding Challenges, Learning Strategies, and Accepting Change**

**(One-hour standard session for employees.)**

Research shows that individuals can improve how well they adapt to challenges and adversity. This session will help break negative thought patterns and offer healthier ways of thinking and behaving. Participants will be introduced to a variety of effective, practical tools to improve physical health, respect mental/emotional health, and cultivate a strong social support network.

## **Calming Your Mind in Challenging Times**

**(One-hour standard session for employees.)**

Today's life is fast-paced and we all experience unique challenges, which may come in the form of societal pressures, pressure to do more, exposure to troubling global, local and personal situations, worry over family and friends or concern for our own well-being. In the face of life's challenges, it is even more important for us to learn the art of relaxation and practice self-care. This session will explore personal stress triggers and review some practical, easy techniques to equip participants with brief relaxation moments that are such an important tool for coping during challenging times.

## **Staying Grounded in a Changing World**

**(One-hour standard session for employees.)**

Research shows that prolonged exposure to negative information can trigger emotional and physiological reactions such as fear, irritability, sleep disturbances and cognitive difficulties. Continuous exposure to media coverage related to world news such as global conflicts, economic instabilities and climate change can overwhelm individuals and affect their mental well-being. This session will help participants recognize signs of stress in relation to information overload and will assist them in learning how to apply coping mechanisms and foster mental resilience. Emphasis will be placed on proactive mental health care and media literacy, empowering participants to stay informed without becoming overwhelmed. Participants will walk away with personal plans for staying grounded amid rapid global changes by setting boundaries, focusing on what is within their control and engaging in value-driven activities.

## **Stress Busters**

**(One-hour standard session for employees.)**

When stressors overwhelm us, effective techniques can help to bring us back to equilibrium. This session will explore all aspects of the stress response, focusing on practical tips and tools to bring us to optimal stress levels, thereby helping to maximize our energy and performance.

## Stress and Resiliency

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### **Resilience in Action: Strategies for Growth and Success - Workshop Series**

(Three one-hour standard sessions for employees.)

This 3-part series helps participants strengthen their ability to respond to life's challenges by exploring how we adapt and grow through adversity. Through activities, self-reflection, and group discussion, participants will deepen their understanding of resilience and its four core components: emotional regulation, maintaining a constructive mindset, building social support, and effective problem-solving. Practical strategies will be introduced to help participants develop daily resilience routines that foster lasting wellbeing.

### **Thriving Under Pressure: The Essentials of Stress Management - Workshop Series**

(Three one-hour standard sessions for employees.)

This 3-part workshop series equips participants with practical tools to manage everyday stressors and foster long-term emotional wellbeing. Through self-reflection, interactive activities, and group discussions, participants will deepen their understanding of what stress is, how it manifests, and how it influences their responses. They will explore a variety of stress management strategies—both immediate techniques for responding in the moment and long-term practices for building a sustainable, stress-reducing routine.

### **Adapting and Maintaining Wellbeing Through Challenges**

(Half-day workshop for employees.)

In today's fast-paced world, challenges are a given—but how we respond to them can make all the difference. Research shows that resilience is a skill that can be learned and strengthened, enabling individuals to better navigate stress and adversity. This interactive 3-hour workshop equips employees with a foundational understanding of stress and resilience, along with practical tools to enhance personal well-being. Participants will explore key strategies to improve their ability to adapt, cope, and thrive in the face of everyday challenges.

### **Leading Through Times of Stress, Uncertainty and Change**

(One-hour specialized session for leaders.)

We have faced, and are facing, many unique challenges as of late: global disruption; increased stress, anxiety and uncertainty; and, constant change to work and home routines. This compounded stress and uncertainty can begin to take a toll on one's mental health which, undoubtedly, can impact the workplace. This 1-hour webinar will help leaders increase their understanding of the relationship between stress and mental health and the most appropriate prevention and intervention strategies from a leader's perspective. It will also better equip leaders to manage the impact of change and support employees through these uncertain times.

### **Reducing Stress in the Workplace**

(Half-day workshop for leaders.)

Stress is one of the biggest problems individuals face in the workplace today and leads to reduced productivity and increased absenteeism. This three-hour workshop will provide managers with an understanding of how stress affects productivity, and how to identify and help stressed employees. This workshop will also provide participants with tools to manage their own stress.

### **Stress and Priority Management**

(Half-day workshop for leaders.)

It is well established that stress costs employers billions of dollars annually in lost productivity, absenteeism and health insurance claims. The first part of this dynamic and interactive workshop will teach participants to identify the symptoms of stress and develop appropriate coping strategies to significantly reduce stress in their professional and personal lives. The second part of this workshop will focus on increasing time efficiency. Using action-oriented approaches, this session will help to build a foundation for learning how to value time differently and take action to change stressful situations.

# Organizational Change



## **Adapting with Strength: Navigating Times of Change - Workshop Series**

*(Three one-hour standard sessions for employees.)*

This 3-part workshop series helps participants build the awareness and tools needed to successfully navigate times of change. Through interactive sessions, participants will explore the physical, emotional, cognitive, and behavioural impacts of transition, reflect on common challenges, and learn practical strategies to cope more effectively. The series also introduces self-care techniques and stress management tools, while guiding participants to identify personal values that can provide stability and direction during uncertain times.

## **The Fundamentals of Change and Transition**

*(One-hour standard session for employees.)*

Change is a fact of life, but letting go of the familiar can be challenging. When individuals understand the need for change, and are resourced to manage it, they can transition with greater ease. Participants in this session will explore strategies, frameworks, self-care tools, and resources to navigate the change process successfully.

## **Managing the Transition Back to the Workplace**

*(One-hour standard session for employees.)*

After navigating the unique challenges of remote work, many employees are now navigating a transition back to a shared physical workspace. For some people, this change may feel overwhelming. From shifting work environments and processes to increased socialization – this transition can induce uncertainty and anxiety, especially for those who feel a sense of loss associated with leaving the flexibility of remote work behind. This session will explore the uncertainty and stress that can accompany a return to the workplace and provide employees with coping strategies to help them manage this transition effectively.

# Organizational Change

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## Thriving in a Hybrid Work Environment

(One-hour standard session for employees.)

Workplaces are increasingly moving to and recognizing the benefits of hybrid working arrangements. These arrangements may include hybrid telecommuting, remote-first or location-based offices, flexible work schedules, compressed workweeks, working from home or elsewhere, and many more alternatives. And while hybrid work arrangements come with many benefits including improved work-life harmony and greater job satisfaction – it's important to understand what the challenges may be and how to overcome them in order to successfully thrive within this unique working arrangement.

## Coping with Change

(Half-day workshop for employees.)

Participants in this half-day workshop will explore strategies, frameworks, self-care tools, and resources to navigate the change process successfully. Participants will also get an opportunity to reflect on their own reactions to change and discuss common issues relating to coping with change.

## Managing Change and Transition

(Half-day workshop for leaders.)

It is essential in today's dynamic workplace for organizations to be able to adapt to new situations, keep up with the latest technologies, and adjust to competitive pressures. Change in the workplace is often mandated, and employees and middle managers are called upon to implement these changes. If employees aren't supportive of change or don't see the opportunity it represents, change can have unforeseen consequences that reduce or even nullify the intended benefits. This workshop is designed to help managers understand the personal impact of change and the critical requirements for managing and communicating workplace change.

# Communication and Professionalism



## Active Listening: An Experiential Approach

(One-hour standard session for employees.)

A common misconception is that listening to another person simply involves keeping quiet and hearing what they have to say. However, true listening does not just happen; it is a complex and active process in which a conscious decision is made to attend to and understand the speaker. This does not always come naturally and there are many potential barriers to active listening. Fortunately, it is a skill that can be acquired and developed into a fine talent with practice. During this interactive wellness session, participants will learn strategies for effectively listening to and responding to others within a work context to improve workplace relationships and effectiveness.

## Building Working Relationships

(One-hour standard session for employees.)

Every time people interact, there is an opportunity to build or damage a relationship. Improving the quality of relationships in the workplace can enhance productivity and reduce conflict. This session will review three key tools that can build relationships, will provide coaching on how to use these tools effectively, and will assist participants in developing strategies to address relationship challenges.

## Gratitude in the Workplace

(One-hour standard session for employees.)

Over the past two decades, the field of positive psychology has expanded rapidly, and one of the most discussed areas has been gratitude. We know that people who practice gratitude lead healthier lives both physically and emotionally. We also know that gratitude has a positive impact on both the workforce and workplace. Expressing and receiving gratitude at work directly and indirectly contributes to a culture of cooperative, motivated, and effective employees who give back and feel supported, appreciated, and recognized. The research on workplace gratitude goes deeper than a simple thank you. This session will also address the dark side of gratitude, and disentangle some of the complexities in order to present a balanced view of the topic. By attending, participants will gain awareness on research-based strategies to improve the well-being of employees and the culture of organizations.

# Communication and Professionalism

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## Improving Workplace Communication

(One-hour standard session for employees.)

Effective communication in the workplace serves to improve team collaboration and cooperation as well as boost employee morale, engagement and productivity. This results in positive outcomes for individuals, teams and organizations. This session will review the key factors that enhance our ability to work well with others by providing information on creating a supportive communication climate, listening effectively, asking clear questions and building confidence and assertiveness.

## Professionalism in the Workplace

(One-hour standard session for employees.)

People form judgments about others in the workplace based on behaviour, attitude, speech, and appearance. The impressions that individuals communicate to others (positive or negative) can help move them ahead professionally, or can slow down their career progress and even create conflict in the workplace. This session will give participants an understanding of the importance of professional behaviour in the workplace and what it involves.

## When Negativity Strikes: Communicating Despite Negative Behaviour

(One-hour specialized session for employees.)

Negative behaviour can dampen any conversation and can spin a web of negativity around any activity. This session will review some helpful strategies to assist with recognizing some common negative behaviours and how to effectively communicate when negativity is present.

## Managing Hybrid Teams

(One-hour standard session for leaders.)

Workplaces are increasingly moving to and recognizing the benefits of hybrid working arrangements. These arrangements may include hybrid telecommuting, remote-first or location-based offices, flexible work schedules, compressed workweeks, working from home or elsewhere and many more alternatives. And while hybrid work arrangements come with many benefits including improved employee productivity and greater job satisfaction – as a leader, it's important to understand what the challenges may be and how to overcome them to build a successful and productive blended team.

## Managing Remote Teams

(One-hour standard session for leaders.)

Workplaces are increasingly moving to, and recognizing the benefits of, remote working arrangements. Remote arrangements can include full-time telecommuting, flexible work schedules, compressed workweeks, working from home or elsewhere, and many more alternatives. Although remote work arrangements come with many benefits, including improved employee productivity and greater job satisfaction, as a leader, it's important to understand what the barriers are and how to overcome them to build a successful and productive virtual team.

## Empathetic Leadership Communication

(One and a half hour session for leaders.)

This interactive session invites participants to explore the concept of Psychological Health and Safety and recognize the essential role leaders play in creating and sustaining a psychologically safe work environment. Participants will delve into the foundations of effective and empathetic communication – a critical leadership skill – and gain valuable insight into their own emotional triggers and how these can influence team dynamics. The session will also provide practical communication strategies that can be applied across a variety of workplace settings, with a particular focus on leadership-specific approaches that build trust, resilience, and psychological safety within teams.

## Foundations of Supportive Leadership

(One and a half hour session for leaders.)

Emotional intelligence (EI) is essential for effective leadership. It involves the ability to recognize and manage one's own emotions while understanding and responding to the emotions of others. When applied skillfully, EI enhances collaboration, strengthens relationships, and contributes to overall organizational success. This 1-hour training equips leaders with a deeper understanding of emotional intelligence, its impact in the workplace, and practical strategies to develop the core EI competencies.

## Communication and Professionalism

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### **Managing Difficult Conversations**

(2-hour workshop for leaders.)

This two-hour interactive workshop is designed to equip leaders with practical tools for navigating challenging employee interactions with confidence and professionalism. Participants will learn the benefits of a solution-focused approach to performance management, develop strategies for de-escalating tense situations, and practice communicating assertively while setting healthy boundaries. Through case scenarios and role-play exercises, leaders will gain hands-on experience addressing delicate topics effectively and empathetically. The session will also highlight essential self-care techniques to support leaders' well-being after difficult conversations.

### **The Art of Effective Bridge Building**

(Half-day workshop for leaders.)

Communication is often what differentiates a poor leader from an exceptional one. This dynamic and interactive workshop will focus on the notion that building bridges and effective communication can be learned and applied in the workplace. Managers will acquire strategies and cooperative building techniques, and will learn key factors in increasing motivation and strengthening teamwork in a workplace environment. When an environment of mutual trust exists, people will work together in an effort to achieve their organizational goals.

### **Enhancing Communication in the Workplace**

(Half-day workshop for leaders.)

Although organizational leaders are aware that they need to communicate effectively, they don't always know how to put this expectation into practice. This session will outline tips and suggestions to help leaders become strategic regarding what, how, when, where, and why they communicate. The session will also include information on some communication considerations and how to effectively navigate them.

# Conflict, Harassment, and Workplace Violence



These workshops are designed for educational purposes only. The content and exercises are intended to provide knowledge and skill-building opportunities on the given subject matter. The workshops should be offered as general preventative or educational measures only and should not be used as tools or mechanisms to resolve existing employee performance concerns or workplace conflict. Homewood Health will not be responsible or liable for any incidental, consequential, or indirect damages which may result from the improper use of this material.

## **De-Escalation and Self-Care Strategies for Handling Difficult Interactions**

*(One-hour specialized session for employees.)*

As part of their work roles, employees in forward facing positions may come in contact with demanding, irate, and sometimes aggressive or violent customers or members of the public. These types of interactions are challenging and can be a significant source of workplace stress. This workshop will help participants learn how to de-escalate as well as end difficult interactions through emotional regulation and communication techniques. Participants will learn about the importance of self-care and gain tools to manage their stress levels in order to enhance their personal resilience.

## **Domestic Violence: Increasing Awareness in the Workplace**

*(One-hour specialized session for employees.)*

When it comes to domestic violence, what happens at home, doesn't always stay at home. This reality can have significant impacts on the workplace, harming not only the individuals involved but also the company/organization on a whole. This one-hour session will increase participants' awareness of domestic violence in the workplace while also offering strategies, resources and ways to support.

# Conflict, Harassment, and Workplace Violence

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## **Handle With Care — Conflict Resolution in the Workplace**

*(One-hour specialized session for employees.)*

Conflicts stem from many different sources. Understanding when and how to apply a variety of different conflict resolution strategies can prevent unnecessary hardship. This session will review strategies to defuse anger and conflict so that difficult situations in the workplace can be resolved respectfully.

## **Targeting Bullying and Harassment in the Workplace**

*(One-hour specialized session for employees.)*

Bullying is an issue in today's workplace. This one-hour session will increase participants' knowledge and awareness of bullying and harassment behaviour in the workplace, its impact, and how to address it as employees.

## **Developing Skills for Effective Conflict Resolution**

*(Half-day workshop for employees.)*

Learning how to constructively resolve conflicts and manage anger in the workplace can help to build a healthy and productive work environment. This half-day workshop will focus on cooperative conflict resolution, how to manage our own anger, and how to deal with an angry co-worker. Participants will learn strategies by reviewing case studies and practicing new skills through group exercises.

## **Intervening in Workplace Conflict**

*(Half-day workshop for leaders.)*

The purpose of this training is to assist leaders with the implementation of effective conflict management approaches. This three-hour workshop will review recent research that demonstrates the link between conflict and productivity. Managers will learn to recognize their own contribution to the team as a leader and will learn early intervention strategies, including some basic techniques of mediation, and how to lead the way.

## **Stamping out Bullying and Harassment in the Workplace**

*(Full-day workshop for leaders.)*

Bullying and harassment occur a lot more often in the workplace than most people realize, and if it carries on over a period of time it can be very damaging, not only to the targets, but also to their colleagues and the workplace in general. This workshop will provide important information for managers about bullying and harassment through education, discussion, self-reflection, interactive activities, and simulations. The workshop will also offer strategies for overcoming these behaviours in the workplace. Topics covered include: a business case for addressing bullying, differentiating harassment from bullying, differentiating management from bullying, what to do if you're being bullied, what to do if you're a bully, how targets are selected, and different types of harassment and bullying.

# Respect



## **Establishing Healthy Boundaries with Assertiveness**

*(One-hour standard session for employees.)*

In both our personal and professional lives, we regularly negotiate our needs with those of others. Choices often need to be made when competing values, goals and priorities exist. When appropriate boundaries are set using assertive communication techniques, cooperative relationships can be formed and maintained. This session will explore the benefits of setting and maintaining healthy boundaries and outline practical strategies for doing so with confidence, empathy and self-compassion.

## **Respectful Relationships in the Workplace**

*(One-hour standard session for employees.)*

Creating a respectful workplace is everyone's responsibility. This workshop will raise awareness around what respectful behaviour looks like, promote the adoption of a professional attitude, assist with the development of effective communication skills, and suggest common standards for respectful behaviour.

## **Bystander Intervention Foundations**

*(One-hour specialized session for employees.)*

Research shows that when people find themselves in situations that require them to intervene, they are less likely to do so when there are others present. There are many reasons we may choose not to speak up, including the bystander effect. This session's emphasis will be on understanding the barriers to effective bystander intervention and how crucial it is to overcome them to maintain a psychologically healthy and safe workspace. The content will be highly action-focused and takeaway resources will be provided.

## **Creating a Positive Culture of Acceptance and Inclusion**

*(One-hour specialized session for employees.)*

Diversity is part of all workplaces and is something to be respected, celebrated and encouraged. In fact, workplaces thrive when there are strong diversity and inclusion practices. But it's not enough to just have a diverse workplace. We need to ensure that everyone feels safe, valued and respected.

## **Gender Diversity: Awareness, Respect and Inclusivity in the Workplace**

*(One-hour specialized session for employees.)*

This session will introduce participants to the core concepts of gender, including gender identity and gender expression. Participants will learn key terms and become familiar with some of the issues impacting gender diverse communities. Workplace strategies for creating inclusion and belonging will be explored through discussions about proper use of pronouns, inclusive language and how to support gender diverse colleagues. There will be opportunities for questions, discussion and self-reflection throughout.

# Respect

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## **Introduction to Neurodiversity**

*(One-hour specialized session for employees.)*

People experience and interact with the world around them in many ways. There is no one “right way” of thinking, learning or behaving. This is neurodiversity, the idea that different brains function in different ways, that neurological differences are normal, and these variations add to society and workplaces. Between 15-20% of the population is neurodivergent. This 1-hour webinar will offer an introduction to what neurodiversity is, the terminology and how we can embrace neurodiversity in the workplace.

## **Introduction to Unconscious Bias and Microaggressions**

*(One-hour specialized session for employees)*

Unconscious biases are hidden mental shortcuts that influence our perceptions and actions. If unchecked, they can lead to microaggressions—subtle, often unintentional, discriminatory comments or behaviours. In this interactive session, participants will explore how these dynamics manifest in the workplace and learn how to recognize and begin to address them.

## **Understanding Ableism: Building Disability-Inclusive Workplaces**

*(One-hour specialized session for employees.)*

Ableism is a form of discrimination that devalues people with disabilities—often unintentionally—through attitudes, language, or policies. This session helps participants recognize how ableism shows up in the workplace and provides practical tools to foster accessibility, respect, and inclusion for all employees.

## **Unconscious Bias and Microaggressions: From Awareness to Action in the Workplace**

*(Half-day workshop for employees.)*

We all carry unconscious biases—predispositions or prejudices we may not even realize we hold. Left unexamined, these biases can negatively affect both individuals and organizations. One of the ways they show up is through microaggressions—subtle comments or behaviours, often delivered as jokes or even compliments, that unintentionally cause harm. While they may seem minor, microaggressions can communicate hidden assumptions, create exclusion, and undermine collaboration. In this interactive workshop, employees will build awareness of different types of unconscious bias and microaggressions, explore their impact, and learn practical strategies to address them. By doing so, participants will gain tools to foster a more inclusive, respectful, and productive workplace.

## **Respectful Workplace**

*(Half-day workshop for leaders.)*

This workshop will focus on how disrespectful behaviour affects the health and productivity of the workplace and will outline what managers can do to prevent disrespectful conduct. This three-hour workshop will enable managers to engage in supportive practices that model respectfulness in the workplace.

# Respect

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## **Workplace Diversity**

*(Half-day workshop for leaders.)*

Diversity in the workplace, whether it results from generational status, cultural background, or personality differences, is the ‘new normal’. This session will explore the ways organizations benefit when they accept and encourage a range of values, skills, cultures, experiences, and talents. The session will also outline key organizational practices that support diversity.

## **Rooting out Unconscious Bias and Micro-Aggressions in the Workplace**

*(Half-day workshop for leaders.)*

We all have unconscious bias. It’s a predisposition or prejudice that we are unaware of that may lead to negative impacts for leaders, employees and your organization.

These dispositions may impact recruitment, promotions, diversity and attrition. When leaders are not aware of their biases, they are more likely to commit micro-aggressions. Micro-aggressions are often communicated unconsciously, without intent or the realization they are harmful. They often are delivered as compliments or in humour, however they may represent hidden agendas and are comprised of minor offenses, insults and exclusionary language or behaviours. In this session leaders will develop an understanding and awareness of the various types of unconscious biases and micro-aggressions, the impact they may have on morale, productivity and collaboration. Leaders will recognize the benefits of addressing these behaviours, creating a more inclusive and diverse workplace.

# Mental Health and Addiction



## **Beyond Stigma: Increasing Our Understanding of Mental Health in the Workplace**

*(One-hour standard session for employees.)*

In today's society, there remains a lack of awareness, and sometimes bias, regarding mental health problems. This wellness session will assist participants in enhancing their understanding of the personal and environmental factors that can have an impact on mental health, the common signs and symptoms of mental health troubles, and the most appropriate prevention and intervention strategies.

## **Social Media: The Impact on Mental Health**

*(One-hour standard session for employees.)*

These days, almost everyone is using social media in one way or another. Online platforms offer a quick and convenient way to connect with others across the world; share photos, accomplishments and opinions; market ourselves and our businesses; and see what our friends, family, colleagues and competitors are up to. With such pervasiveness, it is important to be aware of the impact social media can have on our mental health. This session will introduce participants to both the positive and negative effects of social media on mental health and review some key strategies to promote healthy boundaries when it comes to using social media.

## **Addictions at Work: Substance Use and Behavioural Addictions**

*(One-hour specialized session for employees.)*

Addictions affect the workplace in many different ways, although many effects are difficult to spot and recognize. This one-hour session will increase participants' understanding of addiction, substance use and behavioural addictions, including: signs, symptoms, and effects on the individual and the workplace. Participants will also get an opportunity to reflect on their own role in the workplace with respect to addictions.

## **Building Emotional Intelligence**

*(One-hour specialized session for employees.)*

Emotional intelligence involves understanding yourself (goals, intentions, emotions, and responses) as well as recognizing and managing the emotions of others. This involves a level of self-mastery (self-awareness and self-regulation) and social intelligence (empathy and social skill). Managing emotions so they are expressed appropriately and effectively, and enabling people to work together smoothly toward their common goals, are key to building success in the workplace. This session will review some important strategies to help develop emotional intelligence.

**i** For more related to this topic, please see Stress and Resiliency workshops on pages 4 and 5.

## Mental Health and Addiction

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### **Compassion Fatigue, Vicarious Trauma and Burnout**

(One-hour specialized session for employees.)

This 1-hour workshop provides the skills and information necessary on best practices to support employees in managing the impact of compassion fatigue and vicarious trauma on their life and increasing their psychological wellbeing. This session will focus on understanding the signs and symptoms of compassion fatigue, burnout and vicarious trauma and identify coping and self-care strategies that promote resilience and psychological safety.

### **Introduction to Cognitive Behavioural Therapy (CBT)**

(One-hour specialized session for employees.)

Cognitive behavioural therapy (CBT) is a form of psychotherapy that focuses on the links between thoughts (“cognitions”), feelings and behaviour. Your thoughts lead to feelings; your feelings lead to behaviours; and your behaviours can, in turn, positively or negatively influence your feelings. This session will help you recognize how your thoughts, feelings and behaviours mutually impact each other, and give you tools for dealing with them in your day to day life. As participants will learn, CBT is helpful for treating depression and anxiety, as well as for improving communication, relationships and overall coping and mental wellbeing.

### **Languishing**

(One-hour specialized session for employees.)

As we continue to navigate many global, national, local or personal crises, many have become numb or indifferent to the challenges we face and manage on a daily basis. Many have entered a state of ‘rinse and repeat’ with a lack of simple motivation or enthusiasm. This state of stagnation with feelings of emptiness is known as languishing. This one-hour webinar will help employees better understand languishing while providing self-care strategies that promote resilience.

### **Men’s Mental Health**

(One-hour specialized session for employees.)

Stereotypes of masculinity have perpetuated expectations of unyielding strength and emotional stoicism. This has created a culture that discourages men from expressing their thoughts and feelings. Talking openly about men’s mental health emphasizes the importance of recognizing the need for compassion in place of judgment. It is also essential to reduce stigma and alleviate any reluctance or delay in seeking help for mental health concerns. This one-hour session will provide participants with a high-level understanding of some of the most common mental health concerns experienced by men and explore some of the distinct factors that affect their mental health. A review of mental health support options will be provided, as well as an opportunity for questions and discussion.

### **Understanding Anxiety and Depression**

(One-hour specialized session for employees.)

Mental health problems are an increasing concern in workplaces. Participants will gain an understanding of two of the most common mental health concerns, anxiety and depression. This session will provide strategies for regulating one’s emotions and tips for supporting others who may be experiencing difficulties.

### **Sexual Identity and 2SLGBTQ+ Mental Health**

(One-hour specialized session for employees.)

While every person’s experience with mental health and well-being is unique, members of the 2SLGBTQ+ community face additional and exceptional challenges in this area. This is due to the bias that is inherent within Canada and its various systems pertaining to sexual identity. Whether you are a member of this community or an ally, learning more about different sexual identities and the historical and societal causes that contribute to 2SLGBTQ+ mental health and well-being challenges enables you to better support yourself and the people around you – a key step in mitigating the impact of bias and resulting minority stress.

## Mental Health and Addiction

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### **Supporting Children’s Mental Health**

*(One-hour specialized session for employees.)*

This session is intended for parents and caregivers who are interested in gaining essential tools to support the wellbeing of young minds. Participants will walk away with a heightened understanding of some of the unique challenges the current generation of children are facing that may impact mental health. Topics discussed will include how to differentiate between normal developmental stages and warning signs of psychological distress as well as ageappropriate strategies for providing mental health support. A warm and supportive environment will encourage participants to explore ways to bolster their own wellbeing and self-care practices in the face of caregiving stressors. Parents and caregivers will leave the session with a deeper understanding of how to nurture emotional resilience in children with the aim of promoting a healthier and happier future for the next generation.

### **Understanding and Preventing Burnout**

*(One-hour specialized session for employees.)*

For many individuals these days, work demands have increased and ongoing global, local and personal stressors and impacts feel constant. These heightened levels of stress and uncertainty can begin to take a toll on one’s mental health, and in some cases, lead to burnout. This onehour webinar will help participants increase their understanding of burnout, recognize personal and workplace risk factors, and provide self-care and resiliency strategies to mitigate the impact on themselves, others and the workplace.

### **Understanding Grief and Loss**

*(One-hour specialized session for employees.)*

Grief is a natural response to loss. Unique to each individual, grief is a process that everyone is bound to face at some point in our lives. To promote the healing process, this session will help participants understand this difficult process and emphasize healthy ways to cope with loss.

### **Women’s Mental Health**

*(One-hour specialized session for employees.)*

Sex and gender interact with a variety of other determinants of health to influence our mental health. Despite efforts to focus on equality, gender bias continues to create complications that can take quite a toll on women’s mental health. Social beliefs and cultural practices influence us, even before birth, and carry on throughout our lives as we grow and develop into adults. This one-hour session will provide participants with a high-level understanding of some of the most common women’s mental health concerns and explore some of the distinct physiological factors that affect their health. A review of mental health supports will be provided, as well as an opportunity for questions and discussion.

### **Mental Health in the Workplace**

*(Half-day workshop for employees.)*

This workshop is designed to promote awareness of common mental health concerns, and introduce strategies for handling mental illness effectively within the work environment. This interactive workshop will provide knowledge transfer and skills development while enabling shared understanding and expectations regarding mental health at work. Participants will leave with confidence in knowing how to address mental health issues with colleagues and how to be a supportive co-worker. With increasing legislation regarding mental health at work, and a company’s responsibility to their employees, this is a highly relevant workshop that will benefit any workgroup in any industry.

### **Suicide Awareness and Prevention**

*(One-hour specialized session for leaders.)*

This one-hour workshop will provide leaders with the skills and confidence to support employees who may be at risk for self-harm. The focus of the session will be understanding what is meant by self-harm, how to identify it, and how to respond in the moment. Takeaway resources will include concrete examples and suggestions for responding to threats of self-harm: What to say, what not to say, how to show empathy, and how to offer support.

## Mental Health and Addiction

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### Workplace Mental Health Across Generations

(One-hour specialized session for leaders.)

Today's workforce is more generationally diverse than ever, with up to five generations contributing their unique perspectives, values, and approaches to work. Each generation not only differs in work style and technological comfort, but also in how they perceive, experience, and address mental health. Understanding these generational differences is critical to developing inclusive and effective mental health initiatives in the workplace. This session will focus on the four primary generations that make up approximately 98% of the Canadian workforce: Baby Boomers, Gen X, Millennials, and Gen Z. By the end, you'll be equipped with actionable insights to better support the mental well-being of all employees—no matter their generation.

### Building Emotional Intelligence

(Half-day workshop for employees.)

A strong predictor of success, Emotional intelligence (EI) involves recognizing and managing one's own emotions, as well as understanding the emotions of others. When used appropriately, greater EI enables people to work together toward their common goals and can improve overall organizational effectiveness. This half-day workshop will provide participants with a deeper understanding of the concept of EI, its importance in the workplace and strategies to help develop the five main skills that build it. Interactive activities will be included to help consolidate.

### Leadership Strategies for Supporting Mental Health

(4-hour workshop for leaders.)

This workshop will assist leaders in developing awareness and skills around supporting employee mental health, and how to build a resilient workplace. Focusing on ways to create a culture of collaboration and support, leaders will learn techniques to empower employees to perform at their best and will practice strategies to manage complex employee situations when mental health may be a factor. Interactive skill development will include how to provide support for employees who are experiencing a mental health crisis, are recovering from a mental health issue, or are returning to work following a mental health-related leave. This workshop will assist leaders in developing strategies for reducing stigma associated with mental health concerns and will help leaders understand and practice supportive performance management when mental health concerns may be present.

### Psychological Health & Safety

(Half-day workshop for leaders.)

Organizations that have invested in workplace mental health have greater returns on shareholder value, lower absenteeism, higher employee retention, and increased performance overall. Championed in 2013 by the Mental Health Commission of Canada, the National Standard of Canada is an invaluable guide for leading organizations to cultivate healthier and safer workplaces. Developed by our team of certified Canadian Mental Health Psychological Health and Safety Advisors, this three-hour workshop is designed to promote awareness of mental health and increase understanding of the National Standard and how best to apply it in the workplace. Participants will learn about workplace psychosocial risk factors and how to develop strategies to mitigate these risks.

### Substance Use in the Workplace

(Half-day workshop for leaders.)

This is a highly interactive three-hour workshop involving evidence-based knowledge transfer, awareness building, and skill development for substance use and abuse. Participants will learn to identify symptoms of substance abuse and dependency and will understand individual and company responsibilities and obligations. The workshop will allow participants to reflect, discuss, and practice skills during workshop activities.

# Work/Life Balance



## The Emotional Effects of Retirement

(One-hour standard session for employees.)

Planning to retire can be a source of both excitement and anxiety. Whatever the emotional response, retirement marks a transition to a new life stage and lifestyle in which daily routines, identity, and roles all change. This session will introduce participants to the emotional effects of retirement. Participants will get an opportunity to reflect on what their ideal retirement looks like and what they can do to make it happen.

## Establishing Work/Life Harmony

(One-hour standard session for employees.)

Many of us feel overwhelmed by competing work and family demands. This session will help participants identify their key work/life stressors, clarify their values, and develop skills and strategies to effectively prioritize their time and energy.

## Managing Your Time and Energy

(One-hour standard session for employees.)

Time is a precious resource. The phrase “time = money” is certainly true in a business setting. Individuals require balance in their work lives so that they can meet both their job requirements and personal needs. Is it possible to manage time at work to be both satisfied and successful? This session will explore answers to this question.

## Making Shiftwork Work for You

(One-hour standard session for employees.)

Shift workers know first-hand the challenges of fighting the body’s natural sleep-wake pattern and the strain that shiftwork can sometimes put on their health and well-being. This session will help participants identify the challenges and stressors that are unique to shiftwork, as well as strategies that may be helpful in improving sleep, eating healthy, and establishing routines that are helpful.

**i** For more related to this topic, please see Stress and Resiliency workshops on pages 4 and 5.

## Work/Life Balance

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### **Foundations of Positive Parenting**

(One-hour standard session for employees.)

This practical and interactive session will provide participants with the principles and tools of positive parenting focused on children's skills in social development and well-being. Participants will also be given an opportunity to review and discuss strategies for bringing positive parenting into the home.

### **Helping Your Child Succeed at School**

(One-hour standard session for employees.)

Every parent wants their child to be happy and successful at school and many parents have concerns about how to best support their children with reaching this goal. This session will invite participants to apply concepts such as emotional intelligence and growth mindset to enhance school experiences and outcomes. Tangible strategies to encourage successful learning both inside and outside of the school environment will be provided.

### **Laying the Foundation for Effective Caregiving**

(One-hour specialized session for employees.)

Caring for an aging adult is both rewarding and overwhelming. For the caregiver and the individual being cared for, there will be many emotions, many things to consider and plan for, and various challenges to be tackled with change and transition being central to all involved while on the caregiving journey. This session will provide participants with support and resources to help them take care of their loved ones, and at the same time, sustain a healthy quality of life themselves while caregiving.

### **The Sandwich Generation**

(One-hour specialized session for employees.)

Nearly half of Canadians will act as caregivers at some point in their life, providing informal care to a family member. More and more people are finding themselves caught between the conflicting demands of taking care of aging family members, while at the same time raising children (and sometimes grandchildren). Members of this "sandwich generation" may experience a considerable amount of stress and, as a result of putting others first, may neglect their own health and well-being. Learning to weigh the needs of multiple generations within one family is one of the most difficult parts of caregiving and continuing to attend to one's own emotional needs is vital to avoid chronic stress and burnout. This session will provide participants with support and resources to help them take care of their loved ones, and at the same time, sustain a healthy quality of life.

# Healthy Living and Self-Improvement



## **Forgiveness: Letting Go and Moving Forward**

(One-hour standard session for employees.)

It can be difficult, or near impossible, to forgive someone who has hurt or wronged us. Holding on to these resentments can have negative effects on our health, our well-being, and our ability to experience joy and happiness. This session will explore what it means to forgive, how to move from a place of anger to a place of peace, and how this process can free us from our past hurts.

## **Healthy Sleep Habits**

(One-hour standard session for employees.)

Everyone feels much better after a good night's sleep; our thoughts are clearer, our reactions faster, and our emotions are less fragile. This session will introduce participants to the effects of sleep deprivation and review some key strategies to promote healthy sleeping habits.

## **The Hidden Strengths of Introverts**

(One-hour standard session for employees.)

While introverts make up approximately 50% of society, today's world praises being social and outgoing above all else. This makes it difficult to feel valued when one is quiet or reserved. Introverts are often described with terms that have a negative connotation (think: shy, aloof, rude, boring, unfit to lead), and while introverts may not be the most outspoken people in the room and are often over looked, the reality is that they have many strengths that are valuable and should be celebrated. During this one-hour session participants will learn about these hidden strengths and ways to harness those strengths for success in the workplace (and beyond).

## Healthy Living and Self-Improvement

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### **How to Create (and Maintain) Healthy Habits**

(One-hour standard session for employees.)

Most of us know that we should lead an active life, get a sufficient amount of sleep, eat nutritious food and strive for harmony between our work and personal lives. And many of us have goals we would like to reach, whether that goal is to run a marathon, reduce our screen time or save for retirement. But it's one thing to know what we should do or what we want to do, and another thing altogether to know how to achieve it. Healthy habits are key to turning our good intentions into effective action. This session will equip participants with strategies for building and maintaining healthy habits they can employ towards achieving their goals.

### **Inner Strength**

(One-hour standard session for employees.)

This session will explore self-esteem, self-confidence and self-efficacy, all important components of inner strength, as well as the benefits of practicing self-compassion. Participants will be introduced to a variety of theories and concepts around these topics, have the opportunity to complete self-assessments and learn strategies to help build a stronger sense of self.

### **The Journey to Wellness: One Step at a Time**

(One-hour standard session for employees.)

Many of us use the beginning of a new year to renew our commitment to living a healthier lifestyle, but how often are these resolutions kept? This session will examine what wellness means and provides simple steps to help participants set their own health goals and keep them on track for achieving their personal definitions of wellness.

### **Mindfulness and Mitigating the Response to Stress**

(One-hour standard session for employees.)

Mindfulness helps to decrease stress, increase resilience, improve personal productivity, develop connections with others, and augment the ability to experience more joy and peace. This webinar will focus on understanding mindfulness and will assist participants in practicing techniques that can be implemented into everyday life at work and at home.

### **The Power of Kindness**

(One-hour standard session for employees.)

Kindness is a powerful resource that we all have the ability to draw upon at any time. Unlike other resources that we depend on, however, the power of kindness lies in the fact that being kind doesn't cause a deficit when practiced. It results only in a positive return for yourself and others involved. Throughout this one-hour session, participants will learn more about the importance of kindness along with its many benefits for oneself, others, our relationships and our environments, and will explore ways to be kind in the workplace and beyond.

### **Psychological Hygiene**

(One-hour standard session for employees.)

From a very young age we adopt common physical hygiene habits such as brushing our teeth, washing our hands and taking regular showers. What about hygiene habits that focus on our mental health? This 1 hour, interactive session will increase participant's awareness and understanding of psychological hygiene while learning the factors that can promote and preserve good mental health. Individuals will gain practical tools and resources to activate their own personal psychological hygiene practice.

### **The Science of Happiness**

(One-hour standard session for employees.)

Scientific studies have shown that 50% of our individual differences in happiness<sup>1</sup> are determined by our genes, 10% by our life circumstances, and 40% by our intentional activities. This one-hour session will introduce participants to some of the research-based "happy habits" that can be adopted to increase levels of happiness and well-being.

### **Self-Care Strategies: Helpful Now and Always**

(One-hour standard session for employees.)

We often hear people say "take care of yourself." What does this really mean? This one-hour session will increase participants' awareness and understanding of self-care and highlight the factors that can promote and preserve their health and well-being – now and always. Participants will gain practical tools and resources to activate their own personal self-care practice.

# Healthy Living and Self-Improvement

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## Self-Compassion

(One-hour standard session for employees.)

Practicing self-compassion is sometimes viewed as being self-indulgent, self-absorbed or letting ourselves off easy. In fact, self-compassion enables us to evaluate our experiences more rationally and also kicks in to help us develop more effective solutions for making things better. Research shows that practicing self-compassion is a powerful tool for motivation and is strongly related to psychological well-being, including increased life satisfaction and resilience and decreased anxiety and depression.

## Supporting Employee Wellness

(One-hour standard session for leaders.)

This workshop will enhance leaders' abilities to create a safe space for engaging in important and necessary discussions involving overall wellness and supporting employees who may be struggling. This session will examine what wellness means by looking at the dimensions of wellness and will provide participants with valuable tools on how to boost wellness in the various dimensions in the workplace.

## Empathy

(One-hour specialized session for employees.)

Empathy is a key part of emotional intelligence and people who practice empathy tend to be happier and attract friends more easily. In the workplace, empathy leads to more engaged employees, encourages innovation and increases cooperation. Research singles out empathy as a force for productivity, life-work integration and positive work experiences. Empathy is also a skill that can be developed. In this session, participants will learn what empathy is and how to effectively practice empathy in the workplace, along with how to set healthy boundaries and practice self-care.

## It's Your Move: Getting and Staying Active

(One-hour specialized session for employees.)

This session will review the importance of maintaining physical activity to support long-term health and wellness goals and to combat some of the physical and mental stressors one might be faced with in daily life. This session will also educate participants on the types of health benefits to be gained from different activities, and will provide strategies for reducing barriers to increase/maintain physical activity levels.

## Office Ergonomics

(One-hour specialized session for employees.)

Many office workers do not know how to adjust their office chair or workstation appropriately to minimize their risk of musculoskeletal injury (MSI). This workshop will use evidenced-based ergonomic and bio-mechanical principles to educate workers on office workstation ergonomics, and will identify strategies to assist in the reduction of MSI risk factors to promote worker health, wellness, and productivity in the office environment.

## Working Safely to Prevent Injury: Manual Material Handling

(One-hour specialized session for employees.)

This interactive workshop is designed to heighten worker awareness of the common bio-mechanical and ergonomic hazards associated with manual handling, and will teach workers the skills to safely handle loads while lifting, carrying, pushing, and pulling.

## Menopause in the Workplace

(One-hour specialized session, available by webinar only.)

This session aims to equip participants with the knowledge and strategies needed to understand, support, and improve the well-being and productivity of employees experiencing menopause in the workplace. The session provides a concise overview of the biological aspects of menopause, including its timing, causes, and symptoms. Participants will explore approved treatment options, key considerations for expert guidance, and lifestyle interventions. The session also examines the impact of menopause on productivity and well-being in the Canadian workforce and offers strategies to effectively support employees during this transition.

# Financial Wellness



## Debt Freedom

(One-hour specialized session for employees, available by webinar only.)

As a society, Canadians owe about \$1.75 for every \$1 we earn after taxes. In times of rising interest rates this leaves many Canadians struggling to stay ahead of their debt. This webinar will help participants make debt freedom a reality by learning more about the granting of credit, reviewing strategies to pay down debt and creating a safety net to avoid incurring unwanted debt in the future.

## Managing Your Money

(One-hour specialized session for employees, available by webinar only.)

Creating a plan to manage money is a sound way to achieve goals like owning a home, travelling, getting an education, or retiring. The quote “Failing to plan is planning to fail” does apply to personal finances. This webinar will help participants plan for the future by providing tips on how to create a budget, decrease debt, and increase savings.

# Nutritional Wellness Sessions



## **Cholesterol: Eating to Reduce Your Risk**

*(One-hour specialized session for employees.)*

High cholesterol is a major risk factor for: heart disease and stroke, increasing health risks for over a third of North Americans, and raising costs for organizations in lost productivity and healthcare expenses.<sup>1</sup> Fortunately, high cholesterol is largely preventable and treatable with the right diet and lifestyle. This session will examine the risks of different types of fat and cholesterol, and describe how to lower cholesterol levels with a healthy lifestyle and balanced diet.

## **Eating Plan for Stress Management**

*(One-hour specialized session for employees.)*

Stress is a common workplace challenge that can have a mental and physical impact on well-being. Eating habits play a significant role in helping the body combat stress; yet as stress mounts, even healthy employees can see their eating habits deteriorate. In this session, participants will learn how the right foods can increase their energy levels, boost their immune defense, and allow for mental clarity. The session will also explore what participants can do to maintain a balanced diet that promotes a stress-free lifestyle.

## **Eating Well During Shift Work**

*(One-hour specialized session for employees.)*

It can be a challenge to maintain healthy eating habits with irregular/late-night work schedules common with shift work. Unusual working and sleeping patterns can make it difficult to know what and when to eat. This session will teach participants how shift work can affect their body and what they need to do to maintain healthy and regular eating habits.

## **Eating Well to Optimize Performance**

*(One-hour specialized session for employees.)*

Striking the right balance of healthy foods can boost energy, concentration, productivity, and ward off irritability and mood swings. Participants will learn how to create healthy plates and choose the right combination of foods to keep stress levels in check, optimize their health, and boost their energy and performance at work.

<sup>1</sup> <https://www.heartandstroke.ca/heart-disease/risk-and-prevention/condition-risk-factors/managing-cholesterol>

## Nutritional Wellness Sessions

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### Healthy Eating, Diabetes and Blood Sugar Management

(One-hour specialized session for employees.)

According to the Canadian Diabetic Association, diabetes rates in Canada have almost doubled over the past decade and will continue to rise as time goes on. In this webinar, you will learn about diabetes and the critical role blood sugar plays in our overall health and well-being. With facilitation by a registered dietitian, this session will provide practical advice and strategies to help balance your blood sugar levels naturally throughout the day using nutrition and exercise – all with the underlying goals of increasing education around blood sugar management and raising awareness about diabetes.

### Healthy Eating Habits

(One-hour specialized session for employees.)

Healthy eating can make a difference. Everyday food choices can have a huge impact on personal health and well-being. Learn about making healthy choices everyday, everywhere.

### Healthy Eating on the Go

(One-hour specialized session for employees.)

It can be difficult to sit down for a healthy meal in today's hectic environment. Busy schedules, long work hours, and competing priorities make eating on-the-run more common place. However, with a few simple tips, eating healthy is possible, even on a tight schedule. This session will motivate even the busiest participants to optimize their eating habits and improve their health, energy, and performance.

### Healthy Workplace Habits

(One-hour specialized session for employees.)

Rushed mornings, a packed schedule, and pastry-filled boardroom meetings can make healthy eating at work a real challenge. Establishing healthy workplace habits can improve energy and concentration, avoid the afternoon slump, and reduce sick days. This session will help participants make healthier meal and snack choices at work, avoid mindless eating, and stay energized without relying on caffeine throughout the workday.

### Supermarket Savvy

(One-hour specialized session for employees.)

Healthy eating starts in the supermarket. Even the best intentions to eat well are easily undermined by an unprepared, confused, or hungry trip to the grocery store. In this session, participants will learn what to include on their grocery list, how to choose the best fresh and packaged foods, and how to stay organized after shopping to make healthy eating easy.

### Understanding Labels

(One-hour specialized session for employees.)

Making healthy choices can be a challenge with so many competing products making a variety of health claims. It can be confusing and time consuming trying to determine the nutritional and health value of packaged products. This session will teach participants how to read nutrition labels in order to understand a product's nutritional value, how to differentiate products, and how to make healthier choices.

# On-Site Nutrition Clinics and Kiosks



**Nutrition Clinics** offer employees private, mini-consultations with a Registered Dietitian. A preliminary health assessment and personalized guideline can get employees started on the path to wellness. Participants will receive a risk assessment, personalized nutrition recommendations, fact sheets, and recipes.

**Nutrition Kiosks** are information booths hosted by Registered Dietitians. Kiosks promote nutrition education on a particular theme, or overall health, and allow a greater number of employees access to valuable nutrition information. Participants will receive health information, fact sheets, and recipes.

Sample Themes Include:

## **A Healthy You!**

- Nutrition quiz: “Are you eating right?”
- Are you at your healthy weight? (BMI, Waist-to-Hip Ratio)
- Tips, information, pamphlets, and recipes.

## **Heart Smart**

- Heart risk assessment questionnaire: Know your risks.
- Understanding the fat issue.
- Understanding different types of fat.
- Tips, information, pamphlets, and recipes.

## **Power Lunches**

- Power choices: Choosing a lunch that packs a healthy punch.
- Brown bag lunches everyone will like.
- Fast and easy lunch ideas.
- Tips, information, pamphlets, and recipes.

# On-Site Health Kiosks



The link between diet, exercise, lifestyle choices, and risk of developing long-term health problems is clearly documented<sup>2</sup>.

How do employees know they are at risk? How do they know what they can change and how to do it? How do they find a family doctor? Our health kiosk screening clinics can help.

## Health Kiosks provide:

### A. Wellness Clinic

- Employees with high cholesterol, high glucose, or high blood pressure are invited to bring in medications for review.
- Holistic review of personal health risk profile and stress assessment with Registered Nurse.
- Check of blood pressure and pulse.
- Blood screening test (Glucose, Full Lipid Panel).
- Body Mass Index is calculated.

### B. Education Session

- Identification of employees at low, moderate, or high risk.
- Customized health education.
- Health promotion (diet, exercise, stress management techniques, modifiable risk factors).
- Referral of high risk employees to family doctor and/or Homewood Health Assistance Program.
- Low to moderate risk employees referred to smoking cessation, nutritional counselling, weight loss and behaviour change coaching, counselling, and/or stress management.

### C. Support Material

- Consent, Personal Risk Profile, How To Find a Family Doctor.
- Customized information (including materials from the Heart and Stroke Foundation, Dairy Farmers of Canada, Canadian Diabetes Association, and Medic Alert).

<sup>2</sup>Public health agency of Canada, Jan, 2011. [http://www.phac-aspc.gc.ca/cd-mc/healthy\\_living-vie\\_saine-eng.php](http://www.phac-aspc.gc.ca/cd-mc/healthy_living-vie_saine-eng.php)

# Health Challenge Events



The Health Challenge Event (HCE) is an online wellness program that promotes and supports healthy living.

The HCE includes an easy-to-use, interactive website tool that is linked to a customized implementation plan and communication materials. Our comprehensive program is fun and will help you engage a large percentage of your employees.

## Motivates Behaviour Change

Features of the HCE encourage positive behaviour change:

1. The Activity Tracker enables individuals to track their progress and allows for friendly competition with co-workers.
2. The Discussion Forum encourages wellness-related social networking, offers the ability to post encouraging success stories, and provides an opportunity for shared motivational messaging.
3. The Motivation e-cards allow individuals to send motivational greetings and invitations to co-workers or group members.

## Multidimensional Wellness

The HCE is based on a five-dimension model of wellness — physical activity, nutrition, psychological, intellectual, and community/environment. Participants are encouraged to create their own model of wellness and to take action to stretch their wellness boundaries.

## Real-Time Reporting

The HCE includes an online administrator module with real-time reporting. All HCE usage is tracked and available to support your reporting and evaluation needs.

## Customized Health Challenge Events

Customized Health Challenge Events are available upon request. Please contact us if you wish to target a specific dimension of wellness, or for unique challenge ideas.

# Workplace Interventions



Homewood's Workplace Interventions specialists provide third-party facilitation and respond to immediate issues to help employees at all levels build new skills and perspectives, and increase the productivity and resilience of the workplace.

## Supporting challenging problems in the workplace

- Interpersonal and group conflict
- Bullying or other disrespectful behaviour
- An unproductive work culture
- Absenteeism and presenteeism
- Problematic team performance
- Changing work practices, change fatigue
- Psychological health risks
- Difficult organization change



## Connect with us

For more information, or to book a workplace intervention service, please contact your Account Manager or:

Organizational Wellness:  
[workplacesupport@homewoodhealth.com](mailto:workplacesupport@homewoodhealth.com)

Client Services Centre: 1-866-565-4903

# Conflict Resolution



## Conflict Resolution

Experienced facilitators work with your employees who are facing conflict at work. Following an interest-based resolution structure, the facilitators will assist employees to define and agree to a basis for working together respectfully and productively.

In addition, the facilitator will help individuals develop awareness of their role in the conflict, and coping skills to deal with the conflict on a practical level. They will also provide participants with a better understanding of their own conflict resolution style and how to build effective communication skills to prevent future conflict.

# Workplace Assessments



## Workplace Assessments

A consultant will work with your organization to conduct an impartial assessment of the workplace environment to highlight areas of strength and locate root causes of concerns. Participants will also have an opportunity to be heard and to provide valuable input to move the workplace forward in a positive direction.

The support is designed to assist team members to understand each other's positions and sensitivities to foster a greater sense of mutual trust and respect. Based on the results of the assessment, additional services such as coaching, conflict resolution, the facilitation of customized trainings or workshops may be recommended.

# Coaching



## Executive Coaching

An executive coach will work with leaders to assess their professional goals, strengths, weaknesses, and working relationships. The coach will provide a unique plan to meet the needs of each leader, including actionable goal-setting. Executive coaches can work with leaders on a variety of topics, such as:

- Strategic planning
- Enhancing decision-making capabilities
- Learning motivational skills to better lead their teams
- Improving communication skills to support their teams effectively
- Successfully transitioning from a co-worker to a leader
- Honing leadership competencies

## Leadership Conflict Resolution Coaching

Homewood Health™ offers leaders coaching on how to maintain a respectful workplace and set boundaries when employees engage in unproductive conflict. A coach will work with the leader to improve their communication skills and hold employees accountable to expected behaviours. This can be offered as a standalone service in instances where mediation is not an option or can be offered in addition to the Homewood Health™ Conflict Resolution support.

## Sensitivity Coaching

Homewood Health™ assists to make workplaces a respectful and welcoming environment by offering solution-focused one-on-one coaching. Our support will help address inappropriate behaviours in the workplace through educating and coaching employees on topics, such as unproductive communication styles, unconscious bias, microaggressions or bullying. These sessions are voluntary, tied to departmental objectives and include pre and post-coaching consultation with Key leadership collaborators.

# Team and Leadership Return to Work support



## Team & Leadership Return to Work support

To assist with an employee reintegrating into the workplace after a leave of absence, Homewood Health™ offers a program designed to provide support, facilitation and resources to the leadership team, the returning employee and their team of coworkers. The program focuses on communication, respect in the workplace and team building in order to help the individual transition smoothly back into their workgroup. The facilitator will draw on a range of methods that may include:

- Individual or group debriefing
- Individual coaching & education
- Leadership support
- Team planning sessions

This service is highly customizable and is tailored to meet each department's unique needs.

# Gender Diversity Support



## Gender Diversity Support

In instances where an employee informs of a change in pronouns or gender identity, Homewood Health™ offers a support program designed to foster a respectful, focused and productive environment.

This service is highly customizable and is tailored to the specific requirements of both the workplace and employee. Support can be offered for individual consultations, coaching for the employee and their managers, as well as psychoeducational workshops on gender diversity and respect in the workplace for the employee's coworkers.

\* Please note this service may only be offered virtually

## About Homewood Health

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Homewood Health™ offers the highest quality of clinical support and intervention available within the EFAP industry, and an unmatched continuum of services — spanning health promotion, mental health and addictions support, and prevention-focused work-life balance services.

## Contact Us

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Contact us 24 hours a day, 7 days a week.

**1-866-565-4903**

International (Call collect): 604-689-1717

[homeweb.ca](http://homeweb.ca)



140 years

Homewood  
Health

Experience  
the power  
of care