



Wellness Sessions

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Organizational Wellness at Homewood Health



The Organizational Wellness team at Homewood Health has access to a wealth of one-hour wellness sessions that can be used to support workplaces with their wellness initiatives. Although the sessions identified with an * as 'One-hour webinar for employees' have been specially developed for webinar delivery, they may be available for face-to-face delivery in some locations, in which case travel charges may apply. A minimum of 10 participants is required for all sessions. For face-to-face sessions, a maximum of 35 participants should be respected to ensure optimal impact. Webinars may accommodate a slightly higher number of participants which will be confirmed during the processing of your request. Face-to-face sessions typically require that you have available a comfortable meeting room suitable for the group size, equipped with a projector. Webinars require that participants have access to a computer equipped with a reliable Internet connection and a phone. To ensure the timely organization of facilitators and materials, please allow a minimum four weeks advance notice when registering for one of those sessions.



For more information, or to book a session please fill out [this request form](#) or contact :

Organizational Wellness:
wellnessrequest@homewoodhealth.com

Client Services Centre:
1-866-565-4903

Communication and Professionalism



Building Working Relationships

(One-hour face-to-face 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.

Improving Workplace Communication

(One-hour face-to-face session for employees)

Successful work groups are comprised of individuals who know how to communicate effectively with multiple stakeholders in a variety of settings and circumstances. This session will review the key skills that enhance our ability to work well with others by providing information about speaking confidently and assertively, creating a supportive communication climate, listening effectively, and asking clear questions.

Professionalism in the Workplace

(One-hour face-to-face 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 webinar 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.

Conflict, Harassment, and Workplace Violence



This session is designed for educational purposes only. The content and exercises are intended to provide knowledge and skill-building opportunities on the subject matter. The session 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.

Handle With Care — Conflict Resolution in the Workplace*

(One-hour webinar 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.

Healthy Living and Self-Improvement



Forgiveness: Letting Go and Moving Forward

(One-hour face-to-face 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 face-to-face 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.

It's Your Move: Getting and Staying Active*

(One-hour webinar 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 webinar 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 session 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.

The Journey to Wellness: One Step at a Time

(One-hour face-to-face 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.

Healthy Living and Self-Improvement

The Science of Happiness

(One-hour face-to-face session for employees)

Scientific studies have shown that 50% of our individual differences in happiness¹ 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.

Working Safely to Prevent Injury: Manual Material Handling*

(One-hour webinar for employees)

This interactive session 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.

¹ Lyubomirsky, S. (2008). *The how of happiness: A scientific approach to getting the life you want*. New York: Penguin Press.

Mental Health and Addiction



Addictions at Work: Alcohol, Drugs, and Gaming*

[\(One-hour webinar for employees\)](#)

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 and substance abuse, 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 addiction and substance abuse.

Are you Ready to Quit? An Introduction to Smoking Cessation*

[\(One-hour webinar for employees\)](#)

Quitting smoking isn't easy. This one-hour session will review some key strategies for successful smoking cessation. The session will also introduce participants to comprehensive resources to assist them in the smoking cessation process.

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

[\(One-hour face-to-face session for employees\)](#)

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.

Building Emotional Intelligence*

[\(One-hour webinar for employees\)](#)

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. The half-day session will provide participants with a deeper understanding of emotional intelligence models and will include interactive activities to help consolidate learning.

Understanding Anxiety and Depression*

[\(One-hour webinar for employees\)](#)

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.

Understanding Grief and Loss*

[\(One-hour webinar for employees\)](#)

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.

Nutritional Wellness Sessions



Cholesterol: Eating to Reduce Your Risk*

[\(One-hour webinar for employees\)](#)

High cholesterol is a major risk factor for: heart disease and stroke, increasing² health risks for over a third of North Americans, and raising costs for organizations in lost productivity and healthcare expenses. 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*

[\(One-hour webinar for employees\)](#)

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*

[\(One-hour webinar for employees\)](#)

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*

[\(One-hour webinar for employees\)](#)

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.

² http://www.heartandstroke.com/site/c.iKlQLcMWJtE/b.3484027/k.8419/Heart_disease__High_blood_cholesterol.htm

Nutritional Wellness Sessions

Healthy Eating Habits*

(One-hour webinar 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 every day, everywhere.

Healthy Eating on the Go*

(One-hour webinar 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 webinar 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 webinar 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 webinar 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.

Organizational Change



The Fundamentals of Change and Transition

(One-hour face-to-face 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.

Respect



Assertiveness: Negotiating Respectful Interpersonal Boundaries

(One-hour face-to-face session for employees)

At work, and at home, individuals are regularly negotiating their own needs with those of others. Choices need to be made between competing priorities. When boundaries are set, while consulting with key stakeholders before making decisions, cooperative relationships are created. This session will outline how to consciously set time, task, and role boundaries in order to create successful relationships.

Making Room for Everyone: Creating a Culture of Inclusion*

(One-hour webinar for employees)

Globalization, the new workplace reality, requires us to develop new skills. Appreciating differences – whether

they stem from ethnicity, generational status, sexual orientation, or a myriad of other variables – requires us to move beyond our fears and prejudices in order to create a shared culture of respect.

Respectful Relationships in the Workplace

(One-hour face-to-face session for employees)

Creating a respectful workplace is everyone's responsibility. This session 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.

Retirement



The Emotional Effects of Retirement

(One-hour face-to-face 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.

Stress and Resiliency



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

(One-hour face-to-face 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. During the half-day session, participants will learn additional skills to increase resiliency, complete self-reflection activities, and engage in further discussion regarding how best to use their new skills.

Mindfulness and Reducing the Effects of Stress

(One-hour specialized webinar 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 practicing techniques that can be implemented into everyday life at work and at home.

Stress Busters

(One-hour face-to-face 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 us to maximize our energy and performance. During the half-day session, participants will gain additional stress management strategies and have opportunities to discuss how these skills can be applied in their daily lives.

The Art of Relaxation

(One-hour face-to-face session for employees)

Today's life is fast-paced and leaves little time to relax and decompress. Greater pressure is being put on all of us to do more. The result is that many of us have lost the ability to sit still and simply be with ourselves. This session will explore personal stress triggers and review some practical, easy techniques to make brief relaxation moments a natural part of everyday life.

Work/Life Balance



Establishing Work/Life Harmony

[\(One-hour face-to-face session for employees\)](#)

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.

Foundations of Positive Parenting

[\(One-hour face-to-face session for employees\)](#)

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 Children Cope with Separation and Divorce*

[\(One-hour webinar for employees\)](#)

Divorce can be painful and confusing. The way parents handle the situation will influence how the child or children will cope. Children need empathy, love, and support at a time when parents may have less to draw on themselves. This session will provide participants with a deeper understanding of what goes on in the hearts and minds of children of all ages in the wake of marital disruption in order to assist parents in fostering their children's resilience. The session will also describe how to explain divorce to children; how to address common responses such as reunification fantasies, separation anxiety, and anger; and will offer tips on how to support children who have witnessed parental conflict.

Work/Life Balance

Helping Your Child Succeed at School

(One-hour face-to-face session for employees)

Every parent wants their child to be happy and successful at school. Many parents struggle with knowing how to support their children with school-related activities. This session will invite participants to seek a partnership between each child, the school, and themselves. This partnership will create a positive structure at home to support their children's experience at school and focus on ways to reward effort rather than outcomes.

Making Shiftwork Work for You

(One-hour face-to-face 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.

Managing Your Money*

(One-hour specialized webinar for employees.)

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.

Managing Your Time and Energy

(One-hour face-to-face 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.

Supporting the Caregiver*

(One-hour webinar for employees)

Many of us are caregivers for our elderly parents. The stress experienced by caregivers can have negative consequences on our physical and psychological well-being. 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.

About Homewood Health

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.

