

Organizational Wellness

Online sessions for employee support



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.

The COVID-19 pandemic has brought new challenges to the workplace for both employers and employees. Our team of experts have developed the following COVID-19 related sessions to support your organization and employees with content focused on the considerations facing employers and employees as the world prepares for life after COVID-19. Where required, 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, please contact us to discuss the possibility of custom content creation.

Anxiety, Depression and COVID-19: Supporting Yourself and Others

COVID-19 poses unique challenges to individuals who experience anxiety and depression. The uncertainty, social isolation and sometimes sudden and unexpected changes to normal routines, relationships with others, and work and home environments can be especially triggering to those

already vulnerable to the effects of anxiety and depression. In the face of a pandemic like COVID-19, it is more important than ever to exercise vigilance around our mental well-being and the mental well-being of those around us. This session will help participants understand anxiety and depression and equip them with strategies for regulating their own emotions and tips for supporting others who may be experiencing difficulties.

During this one-hour wellness session participants will:

- Increase awareness of anxiety and depression and understand why it is important to be able to recognize symptoms
- Learn ways to tell if they or someone they know may be suffering from anxiety or depression
- Learn strategies to manage anxiety and depression and increase well-being and effectiveness both during the COVID-19 pandemic and beyond

Building Resilience in the Face of COVID-19

In the midst of a pandemic, our normal routines, our relationships with others, and our work and home environments are subjected to sometimes sudden and unexpected change. Having so many areas in our life affected at the same time, together with a sense of not having control over these events, can bring about uncertainty, confusion, worry and stress. But there are techniques for managing these responses. 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 even cultivate a strong social support network under the unique circumstances generated by COVID-19.

During this one-hour wellness session participants will:

- Become familiar with the concept of resilience
- Recognize their own barriers to becoming resilient
- Determine techniques to increase their resilience both during and after COVID-19

COVID-19: Calming Your Mind in Challenging Times

The COVID-19 pandemic brings unique challenges: social isolation, worry over family and friends, concern for our own well-being, and changes to work and home routines. In the face of these challenges, it is even more important for us to practice self-care, including taking the time to relax and decompress. This session will explore personal stress triggers and review some practical, easy techniques to equip participants with the brief relaxation moments that are such an important tool for coping during these challenging times.

Learning Objectives

- Realize the benefits of taking more breaks in our days
- Discover tools and mini-break options that are right for you and can assist with the ease of making brief relaxation moments a part of your daily routine
- Overcome barriers to taking mini-breaks

- Commit to taking mini-breaks
- Remind ourselves to take mini-breaks

COVID-19: Strategies for Managing Stress

The challenges and uncertainty surrounding the COVID-19 pandemic can be overwhelming: social isolation, worry over family and friends, concern for our own well-being, and changes to work and home routines. But there are effective techniques that 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 in the face of COVID-19.

During this one-hour wellness session participants will:

- Understand what stress is
- Become aware of what causes stress
- Develop stress reduction skills
- Build a personal strategy for managing stress

Mindfulness and Mitigating the Stress Response to COVID-19

The COVID-19 pandemic brings unique stressors: social isolation, worry over family and friends, concern for our own well-being, and changes to work and home routines. Although these stressors may be accompanied by a loss of control, you can take steps to mitigate their impact. Mindfulness can not only help to decrease stress, but can also increase resilience, improve personal productivity, help 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 their lives both during and after the COVID-19 challenges.

Objectives

- Understand the connection between mindfulness, health, and our physical and spiritual well-being
- Become introduced to mindfulness-based stress reduction
- Learn strategies for how to integrate mindfulness into your life, both during the COVID-19 outbreak and beyond
- Learn simple meditations that will calm the sympathetic nervous system, taking us out of fight-flight-freeze mode

COVID-19: Working from home

As a result of the COVID-19 outbreak, many employees are now working from home. Although working from home can bring many benefits, it can also present many challenges as employees adjust to home and work lives coexisting within the same location. These challenges can be heightened as employees try to cope with isolation, disruption and the uncertainties surrounding COVID-19. This session will equip employees with practical strategies to help them create healthy boundaries between work and home life, manage distractions during working hours, take care of themselves physically and emotionally, and maintain effective communication with their colleagues and clients.

During this one-hour wellness session employees will:

- Understand and acknowledge the “new realities”
- Create a plan for working from home efficiently
- Develop coping skills
- Manage a healthy work-life balance

COVID-19: Self-care strategies

We often hear people say “take care of yourself.” What does this really mean? The COVID-19 pandemic has brought unique challenges including but not limited to: social isolation, worry over family and friends, concern for our well-being, and changes to work and home routines. In the face of these challenges, it is even more important for employees to practice self-care. This one-hour session will increase employees’ awareness and understanding of self-care and highlight the factors that can promote and preserve their health and well-being during the COVID-19 crisis. Employees will gain practical tools and resources to activate their own personal self-care practice.

During this one-hour wellness session employees will:

- Increase awareness & understanding of what self-care is
- Enhance their knowledge of the factors that can support health & well-being during the COVID-19 crisis
- Gain tools and strategies for the development of a successful practice of daily self-care to enhance well-being during this challenging time

Reducing anxiety and managing the transition to remote work during the COVID-19 crisis

Part I – Reducing anxiety: Anxiety is an adaptive response to real or perceived danger. For many of employees the COVID-19 pandemic makes for a very uncertain future. While anxiety is a normal and expected reaction to the pandemic, too much anxiety may cause harm and take a toll on one’s mental health and well-being. This 30 minute session will explore practical strategies and resources employees can start using today to help mitigate stress and anxiety.

During this 30-minute wellness session employees will:

- Increase awareness of anxiety in relation to the current COVID-19 crisis
- Learn strategies to manage anxiety and increase well-being both during the COVID-19 pandemic and beyond

Part II – Managing the transition to remote work –

COVID-19: The immense speed at which things are evolving with regards to the COVID-19 pandemic is unprecedented. For many employees this has resulted in an abrupt shift in their work environment from an office setting to that of working from home. Whether your employees are seasoned remote workers or new to this arrangement, the transition and associated uncertainty can feel overwhelming. This 30 minute session will explore strategies for navigating the transition with greater ease while providing tips and tools to increase your wellbeing and productivity in this new work setting.

During this 30-minute wellness session employees will:

- Gain a better understanding of the change process in the context of COVID-19
- Learn practical tools and strategies to increase your wellbeing and productivity in a remote work setting

COVID-19: Foundations of positive parenting

The sudden and drastic changes to family life as a result of the COVID-19 pandemic can be overwhelming to children and parents. This practical session will provide employees with the principles and tools of positive parenting that focus on children's skills in social development and well-being. Employees will also be given an opportunity to review and discuss strategies for bringing positive parenting into the home during these challenging times.

During this one-hour wellness session employees will:

- Gain a better understanding of what positive parenting entails
- Use this foundation as a springboard to parenting practices that can help your child develop social development and well-being skills
- Learn effective strategies to facilitate positive behaviour, help prevent misbehaviour and deal effectively with inappropriate or unwanted behaviour during these challenging times

COVID-19: Communication in family life

The challenges and uncertainty surrounding the COVID-19 pandemic can be overwhelming: social isolation, worry over family and friends, concern for our well-being, and changes to work and home routines. These added levels of stress are likely to put a strain on family relationships. This session describes some fundamental aspects of communication that apply to interactions within families. Employees will review communication strategies and skills that allow for healthy and open communication to enhance the quality of their relationships during these challenging times.

During this one-hour wellness session employees will:

- Discuss common issues related to family communication that may be heightened during the COVID-19 crisis

- Gain an overview of some effective strategies for improving communication in the family during this challenging time
- Develop self-expression and listening skills

Managing remote teams (for managers, leaders and key personnel)

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.

During this one-hour wellness session managers, leaders and key persons will:

- Understand and recognize the challenges and strengths that a remote workforce brings
- Learn about what drives success in virtual teams
- Discover strategies that can increase remote employee engagement and productivity

Need more information or assistance? All calls are completely confidential.

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