

McMaster University

Workplace-Based Learning Sessions

For Leaders and Employees

In partnership with Homewood Health, we are pleased to offer leaders and their teams the opportunity to book a variety of workplace-based learning sessions to explore topics ranging from general knowledge to personal health and wellness strategies, including effective approaches to managing stress, team interaction, work-life integration, and family dynamics.

Many one-hour sessions are available free of charge and can be incorporated into team meetings, retreats, or ongoing development strategies. A minimum of four-weeks notice is required to book these workshops, and should you require any customization, at least six weeks is required.

For further information, recommendations based on the needs of your team, or to book a learning session, please contact:

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Session Options:

- One-hour sessions for employees
- One-hour specialized sessions for employees
- Half-day sessions for employees
- Half-day sessions for leaders
- Full-day sessions for leaders

In Partnership with our
EFAP,
Homewood Health

One-Hour Sessions for Employees (Free of Charge)

Stress Busters

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.

The Art of Relaxation

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.

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

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.

The Fundamentals of Change and Transition

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.

Improving Workplace Communication

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.

Building Working Relationships

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.

Professionalism in the Workplace

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.

Respectful Relationships in the Workplace

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.

Assertiveness: Negotiating Respectful Interpersonal Boundaries

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.

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

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.

Establishing Work/Life Harmony

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.

Psychological Hygiene

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.

Making Shiftwork Work for You

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.

Foundations of Positive Parenting

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

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.

The Emotional Effects of Retirement

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.

Managing Your Time and Energy

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.

The Journey to Wellness: One Step at a Time

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.

Forgiveness: Letting Go and Moving Forward

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.

Gratitude in the Workplace

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. 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. By attending, participants will gain awareness on research-based strategies to improve the well-being of employees and the culture of organizations.

Healthy Sleep Habits

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 Science of Happiness

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

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.

COVID-19 Wellness Sessions (Free of Charge)

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.

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.

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.

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.

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.

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.

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.

One-Hour Specialized Sessions for Employees (\$495 Per Session)

When Negativity Strikes: Communicating Despite Negative Behaviour

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.

Handle with Care – Conflict Resolution in the Workplace

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.

Helping Children Cope with Separation and Divorce

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 workshop 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.

It's Your Move: Getting and Staying Active

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.

Making Room for Everyone: Creating a Culture of Inclusion

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.

Building Emotional Intelligence

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.

Understanding Anxiety and Depression

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

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.

Addictions at Work: Alcohol, Drugs, and Gaming

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

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.

Supporting the Caregiver

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.

Healthy Eating Habits

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

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.

Eating Well to Optimize Performance

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.

Eating Well During Shift Work

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.

Cholesterol: Eating to Reduce Your Risk

High cholesterol is a major risk factor for: heart disease and stroke, increasing 2 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.

Healthy Workplace Habits

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

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

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.

Managing Your Money

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.

Eating Plan for Stress Management

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.

Office Ergonomics

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.

Mindfulness and Reducing the Effects of Stress

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.

Specialized COVID-19 Wellness Sessions (\$495 Per Session)

Understanding and Preventing Burnout

The COVID-19 pandemic brings unique challenges: social isolation, stress, anxiety and changes to work and home routines. For many individuals, work demands have increased on top of dealing with the personal impact of the pandemic. These added levels of stress and uncertainty can begin to take a toll on one's mental health and in some cases, lead to burnout. This 1 hour 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 employees and workplaces.

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.

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.

Leading through Times of Stress, Uncertainty & Change (For managers, leaders, and key personnel)

The COVID-19 pandemic brings unique challenges: social isolation, stress, anxiety, and changes to work and home routines. These added levels of stress and uncertainty can begin to take a toll on one's mental health which undoubtedly, can impact the workplace. This one- 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.

Half-Day Sessions for Employees (\$950 Per Session)

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

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 workshop, 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.

Developing Skills for Effective Conflict Resolution

Learning how to constructively resolve conflicts and manage anger in the workplace can help 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.

Respect at Work

Creating a respectful workplace is everyone's responsibility. This half-day workshop will illustrate the links between respectful behaviour, individual well-being, and productivity. The workshop will raise awareness around what respectful behaviour looks like and will help participants reinforce a professional attitude, develop effective communication skills, and ensure common standards for respectful behaviour.

Preparing for the Emotional Effects of Retirement

For most people, approaching retirement is a time of excitement, but also apprehension. This half-day workshop will prepare participants for the emotional effects of retirement by providing tools to help plan for a successful, healthy transition. Participants will get an opportunity to create their own personal vision and to discuss different scenarios using case examples.

Building Emotional Intelligence

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 workshop will provide participants with a deeper understanding of emotional intelligence models and will include interactive activities to help consolidate learning.

Coping with Change

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.

Taking Action During Times of Change and Uncertainty

Participants in this workshop will explore strategies, frameworks, self-care tools, and resources to navigate challenging organizational changes and/or transitions.

Mental Health in the Workplace

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 coworker. 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.

Half-Day Sessions for Leaders (\$1150 Per Session)

Stress and Priority Management

According to the Conference Board of Canada (2011), stress costs employees 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 build a foundation for learning how to value time differently and take action to change stressful situations.

Reducing Stress in the Workplace

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 stress employees. This workshop will also provide participants with tools to manage their own stress.

Managing Change and Transition

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 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.

Dealing with Difficult Behaviour in the Workplace

In the course of the workday, leaders may encounter people or situations that result in feelings of being anxious, frustrated, or angry. This workshop will review strategies for helping leaders manage difficult situations with people, in an effective and constructive manner.

Dealing with the Impact of Change

In this workshop, leaders will explore strategies, frameworks, self-care tools, and resources that will leave them better equipped to both manage the personal impact of change and support employees as they contend with their own experiences of organizational change and uncertainty.

Enhancing Communication in the Workplace

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

The Art of Effective Bridge-Building

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 organization goals.

Psychological Health and Safety

Organizations that have invested in the workplace mental health have greater returns on shareholder value, lower absenteeism, high 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.

Intervening in Workplace Conflict

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.

Respectful Workplace

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.

Substance Abuse Awareness

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.

Full-Day Sessions for Leaders (\$2200 Per Session)

Leadership Strategies for Supporting Mental Health

Homewood Health offers a full-day training program for people leaders to develop awareness and skills around supporting employee mental health, and how to build a resilient workplace.

Interactive skill development will include how to provide support for employees who are experiencing a mental health crisis, are recovering from having 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.

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.

Specifically, the program provides:

- Executive-level discussion on the organization's mental health strategic objectives and circumstances that could impact the initiative
- A pre-training interview with a sample group to understand needs and priorities
- Strategy for minimizing psychological injury
- Education for people leaders in understanding mental illness
- Proficiency in recognizing the signs, symptoms, and behaviours that may constitute a mental health issue
- An effective way to approach and support an employee managing or recovering from a mental health issue or returning from a mental health leave.