



Organizational Wellness

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About Homewood Health

Organizational Wellness 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 and Nutrition Clinics:

Four weeks advance notice.

Health Challenge Events:

Eight weeks advance notice.

Workplace Interventions Services:

Please contact us to discuss your needs.

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.



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

Organizational Wellness:
wellnessrequest@homewoodhealth.com

Client Services Centre:
1-800-663-1142

Wellness Sessions and Workshops



Stress and Resiliency



Stress Busters

(One-hour standard session or half-day workshop 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 workshop, 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 standard 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.

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

(One-hour standard session or half-day workshop 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 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.

Stress and Priority Management

(Half-day workshop for leaders.)

According to the Conference Board of Canada (2011), stress cost 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.

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.

Organizational Change



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.

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.

To address downsizing/organizational restructuring:

Taking Action During Times of Change & Uncertainty

(Half-day workshop for employees.)

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

Dealing with the Impact of Change

(Half-day workshop for leaders.)

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.

Communication and Professionalism



Improving Workplace Communication

(One-hour standard 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.

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.

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.

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 common communication pitfalls and how to avoid them.

Communication and Professionalism

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.

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.

Dealing with Difficult Behaviour in the Workplace

(Half-day workshop for leaders.)

In the course of the work day, 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.

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. For support with current or ongoing issues, please refer to our conflict resolution services found on page 30 of this catalogue. 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 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.

Conflict, Harassment, and Workplace Violence

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.

Workplace Violence

(Half-day workshop for leaders.)

This workshop will provide participants with an opportunity to explore the warning signs and behaviours that lead up to violence where leaders have the best chance of intervening successfully to maintain safe work environments. They will also learn how to de-escalate aggression and deal with violent behaviour in the workplace in a safe manner.

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



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.

Assertiveness: Negotiating Respectful Interpersonal Boundaries

(One-hour standard 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.

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.

Unconscious Bias & Micro-Aggressions

(Two-hour specialized workshop for employees.)

We all have unconscious bias. It is a predisposition or prejudice that we are unaware of that may lead to negative impacts for both individual and organization. When we are not aware of our biases, we are more likely to commit micro-aggressions. Micro-aggressions are often communicated unconsciously, without intending or realizing 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 employees will develop an understanding and awareness of the various types of unconscious biases and micro-aggressions, the impact they have and the benefits of addressing to create a more inclusive, collaborative and productive workplace.

Respect at Work

(Half-day workshop for employees.)

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 the 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.

Respect

Rooting out Unconscious Bias and Micro-Aggressions in the Workplace

(Half-day specialized 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.

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.

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.

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.

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.

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.

Building Emotional Intelligence

(One-hour specialized session or half-day workshop 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 workshop will provide participants with a deeper understanding of emotional intelligence models and will include interactive activities to help consolidate learning.

Addictions at Work: Alcohol, Drugs, and Gaming

(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 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.

Mental Health and Addiction

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 one-hour, interactive session will increase participant awareness and understanding of psychological hygiene and highlight the factors that can promote and preserve good mental health. Participants will gain practical tools and resources to activate their own personal psychological hygiene practice.

Are you Ready to Quit? An Introduction to Smoking Cessation

(One-hour specialized session 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.

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.

Substance Abuse Awareness

(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.

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.

Mental Health and Addiction

Leadership Strategies for Supporting Mental Health

(Full-day workshop for leaders.)

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 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; and
- An effective way to approach and support an employee managing or recovering from a mental health issue, or returning from a mental health leave.

Work/Life Balance



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.

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.

Work/Life Balance

Helping Your Child Succeed at School

(One-hour standard 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.

Helping Children Cope with Separation and Divorce

(One-hour specialized session 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 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.

Supporting the Caregiver

(One-hour specialized session 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.

Retirement



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.

Preparing for the Emotional Effects of Retirement

(Half-day workshop for employees.)

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.

Healthy Living and Self-Improvement



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.

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.

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.

Healthy Living and Self-Improvement

The Science of Happiness

(One-hour standard 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.

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.

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.

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.

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.

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.

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

Specialized Webinars



Many of the one-hour sessions listed can be delivered online with a Homewood Health webinar. The following topics have been specially developed for webinar delivery and may be available for face-to-face delivery in some locations; travel charges may apply.

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.

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 techniques that can be implemented into everyday life at work and at home.

Health Promotions: COVID-19 Online Sessions



COVID-19: Working From Home

[\(One-hour standard session for employees.\)](#)

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.

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? The COVID-19 pandemic brought unique challenges over the last year and a half, and while the re-opening of the world certainly brings hope, there continues to be challenges, stress and uncertainty during this time. In the face of this period of change and transition, it is even more important for us to practice self-care. 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.

Health Promotions: COVID-19 Online Sessions

COVID-19: Foundations of Positive Parenting

(One-hour standard session for employees.)

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: Communication in Family Life

(One-hour standard session for employees.)

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: Calming Your Mind in Challenging Times

(One-hour standard session for employees.)

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 and Your Mental Health

(One-hour standard session for employees.)

The challenges, uncertainty and constant changes surrounding the COVID-19 pandemic can be overwhelming. Everyone continues to endure these challenges and be affected as the pandemic stretches on. These continuing levels of increased stress and uncertainty can begin to take a toll on one's mental health, and in some cases, lead to chronic stress and/or burnout. Fortunately, there are effective techniques that can help bring us back to equilibrium. This webinar will help participants increase their understanding of the effects of prolonged periods of stress and help them recognize when and how to take action to mitigate these effects.

Building Resilience in the Face of COVID-19

(One-hour standard session for employees.)

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.

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.

Health Promotions: COVID-19 Online Sessions

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

[\(One-hour specialized session for employees.\)](#)

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

[\(One-hour specialized session for employees.\)](#)

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.

Navigating Change: Practical Strategies to Make Change Work for You

[\(One-hour standard session for employees.\)](#)

Change is constant. While we have always known this to be true, the last 20 months have proven this beyond doubt. We have lived through a pandemic, and in doing so, through all of the changes that it has brought personally, socially and professionally. This session adopts a solutions-focused lens and explores different change management styles to assist participants in finding a way to navigate change that suits them best.

Managing the Transition Back to the Workplace [\(One-hour standard session for employees.\)](#)

When the COVID-19 global pandemic first hit, we participated in a mass experiment as many of us moved to remote work. We are now engaging in another mass experiment as many of us return to the workplace, or begin to blend remote work with a partial return. This transition can be unsettling: your workplace may look and feel very different, there will be new rules to adjust to and your work tasks may have changed. Furthermore, you will need to adjust to functioning in a public environment and face increased social interactions after an extended period of pandemic restrictions and isolation. For many employees, there will be a sense of loss around leaving remote work. This session will examine the uncertainty and stress that can accompany the transition back to the workplace, and equip employees with coping strategies to help them manage this transition.

Re-establishing Respectful Workplace Relationships [\(One-hour standard session for employees.\)](#)

Creating a respectful, and by extension, psychologically healthy and safe workplace is everyone's responsibility. With work environments being in a state of flux following the pandemic, this workshop will raise awareness around what respectful behaviour looks like, promote the adoption of a professional attitude, and assist with the development of effective communication skills – all of which serves to meet the underlying goal of creating and maintaining a psychologically safe workplace in view of changing environments.

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.

Health Promotions: COVID-19 Online Sessions

COVID-19: Loneliness & Isolation Fatigue - Self-Care Strategies

(One-hour standard session for employees.)

As the COVID-19 pandemic continues, it prolongs the need to maintain physical distancing practices in tandem with adherence to lockdown protocols restricting in-person interactions in order to prevent and mitigate the spread of the virus. While these measures help to keep our communities, families and workplaces safe, it brings with it unique challenges such as loss of routines, isolation fatigue and loneliness. In the face of these challenges, it is even more important for us to practice self-care strategies and to nurture the positive relationships and connections in our lives. This one hour session will increase participant's awareness and understanding of the psychological impacts of isolation and loneliness while highlighting factors that can promote and preserve their health and well-being during the pandemic and beyond.

Resiliency and Post-Traumatic Growth in the Wake of COVID-19

(One-hour specialized session for employees.)

The COVID-19 pandemic has taken its toll on each of us and the world at large, however, the light at the end of the tunnel is growing brighter. This session will provide the skills and information necessary to mitigate stress and the trauma response along with actions to promote resiliency and increase psychological wellbeing in the wake of COVID-19 and beyond.

COVID-19: Languishing

(One-hour specialized session for employees.)

As we continue to navigate the global pandemic, many have become numb or indifferent to the challenges we face and manage on a daily basis. For many, we've 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 in the context of COVID-19 while providing self-care strategies that promote resilience.

Leading Through Times of Stress, Uncertainty & Change

(One-hour specialized session for leaders.)

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 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.

Understanding and Preventing Burnout

(One-hour specialized session for employees.)

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.

COVID-19: Supporting Children's Mental Health

(One-hour specialized session for employees.)

Over 18 months into the pandemic, children and youth's lives have been transformed in ways that we never thought possible. All of the worry and stress around social distancing, masking and hand-washing may be diminishing because it's become part of a new routine. Still, other aspects have created psychological and emotional scars. This session will discuss the psychological impacts of the ongoing COVID-19 pandemic on our children while highlighting factors that can promote and preserve their mental health, well-being and resilience during the pandemic and beyond.

Nutritional Wellness Services



Nutritional Wellness Sessions



One-Hour Specialized Nutrition Seminars

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.

Cholesterol: Eating to Reduce Your Risk

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.

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

Nutritional Wellness Sessions

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.

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.

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.

On-Site Nutrition Clinics & 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.

Health Challenge Events



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.

On-Site Health Kiosks



On-Site Health Kiosks



The link between diet, exercise, lifestyle choices, and risk of developing long-term health problems is clearly documented³.

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, Cholesterol).
- 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, Homewood Health Assistance Program, and/or Homewood Health Condition Manager Nurse (additional/optional).
- 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).

³Public health agency of Canada, Jan, 2011. http://www.phac-aspc.gc.ca/cd-mc/healthy_living-vie_saine-eng.php

Workplace Intervention Services



Workplace Intervention Services



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



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

Organizational Wellness:
workplacesupport@homewoodhealth.com

Client Services Centre:
1-800-663-1142

Workplace Conflict Resolution



Intervention to address unresolved conflict between individuals or groups.

Experienced facilitators work face-to-face with employees who are experiencing conflict at work. Following a values-based resolution structure, the focus will be on assisting employees define an agreed to and committed basis for working together productively. The facilitator will help individuals develop awareness of their own role in the conflict, coping skills to deal with the conflict on a practical level, and effective communication skills to prevent future conflict. Follow-up support is also provided as required.

Key Benefits

Helpful at any stage

Our process can begin at any stage of conflict and it is a supportive and constructive approach that any employee or work group will benefit from, regardless of their roles or experience.

Increased productivity

Effective resolution ends the damaging results of workplace conflict, and reduces or eliminates absenteeism and unproductive communication due to co-worker challenges.

New skills developed

Even short interventions provide an educational context for increasing an employee's skills at conflict resolution. From acquiring a better understanding of how conflict can get out of hand, to knowing how to respond to a personal attack, employees will learn new skills.

Workplace Support



Every organization, at one time or another, faces a workplace concern that doesn't fit into well-recognized workplace issues, change management or interpersonal conflict. These challenges may involve sensitive human issues that, if left unaddressed, can negatively impact workplace morale and performance.

Homewood has developed a suite of services that combine clinical psychology with organizational development principles and methodologies to provide support for sensitive workplace concerns. These services are different from workplace interventions or crisis management services as they include both clinical and organizational development components.

Our third-party workplace support facilitators include specialists with clinical backgrounds who are experienced in providing support and consultation to organizations.

Support includes:

- Transgender workplace support*
- Team rebuilding after a traumatic incident
- Team rebuilding after a strike or workplace reorganization
- Grief and loss in the workplace

**Due to the highly specialized nature of this service, availability may be limited depending on location.*

Workplace Health Scan



The Workplace Health Scan is a brief, online survey completed by employees to assess their engagement and perception of support. The Scan offers organizations a snapshot of its health through quantitative and qualitative data.

Our service includes consultation, administration, survey implementation, results interpretation, recommendations, and reporting.

Departmentalized results and current health status modules are available and benchmarked against Canadian norms.

Key Benefits

Health-related workplace characteristics

The Scan measures workplace characteristics that predict positive or negative health outcomes and, productivity: work demand and complexity, support and respectfulness, levels of influence, and collaboration.

Work-related psychological status

The Scan measures the psychological status of employees using common terms like balance, optimism, anxiety, and coping, anchored by items that relate to their workplace experience.

Targeted for your specific needs

Depending on timing or the established use of other tools, our customers can receive customized versions of the Scan for their particular needs. For example, gathering data for an upcoming health fair, or to determine the level of chronic illnesses in the workplace to guide the development of on-site clinics.

Executive Coaching



Coaching services support your top talent in leveraging their strengths, honing their skills, and optimizing their leadership performance.

Executive Coaching

Executive Coaching is a confidential partnership between a trained professional coach and a client committed to personal and professional growth and change. Regular meetings are conducted either face-to-face, or by phone, to support the client in achieving specific goals, behavioural change, and leadership problem-solving.

Immediate Results

Coaching helps deliver immediate results by providing feedback and guidance in real time. Coaching develops leaders in the context of their current jobs without removing them from their day-to-day responsibilities.

Prevent Performance Plateaus

As individuals advance to the executive level, development feedback becomes increasingly important, yet is also more infrequent and unreliable. Coaching can help prevent reaching a plateau in interpersonal and leadership skills.

Effective in Times of Change

Coaching can be particularly effective in times of change for an executive (e.g., promotions, short-term projects, new challenges). While executives may be confident in their abilities to take on new tasks, an independent sounding-board may be beneficial in helping them achieve a new level of performance, especially if close confidants are now reporting to them. Succeeding in a new role requires skills that they have not needed to rely on in the past and a coach may help sharpen those skills.

Psychological Health and Safety in the Workplace



A healthy workplace is a productive workplace.

Homewood offers expert consultation and support to organizations working to enhance their workplace psychological health and safety, and to organizations implementing the Standard.

The importance of taking action

In today's fast-paced, competitive, and ever-changing working environment, organizations are forced to do more with less and employees are finding their jobs more demanding than ever. When combined with common stresses at work such as competing for limited resources or dealing with interpersonal conflict, as well as taking into consideration the overall rise in rates of mental illness, there has never been a greater need for organizations to take responsibility for creating and maintaining mentally healthy workplaces. In a proactive attempt to overcome these challenges, a National Standard of Canada for Psychological Health and Safety was developed by the Canadian Standards Association and the Bureau de normalisation du Québec.

Support unique to your organization

Homewood will work with you to conduct a comprehensive organizational assessment before creating a customized psychologically healthy workplace plan that assures your

business objectives are being met, positive cultural and workplace elements are being preserved, and challenges are addressed and reduced.

We will develop a plan that aligns with your strategic business drivers, your organizational profile, and your social responsibility goals; and will ensure that legal requirements are factored in to comply with Occupational Health and Safety Acts and Regulations.

Informed recommendations and plans

A trained and certified Homewood Psychological Health and Safety Advisor will meet with your designated representatives to: set benchmarks, establish targets, and identify options and trends; design customized interventions and strategies to get your organization on track; and support you and your organization with roll-outs, evaluations, and outcomes to ensure your plan is implemented and positioned for sustained results.

Following the consultation process, Homewood will provide you with a detailed report outlining recommendations to assist your organization with implementing solutions to build the psychological health and well-being of your employees and improve your bottom line.

Psychological Health and Safety in the Workplace

Homewood's service is designed to support organizations that are:

- unfamiliar with the Standard and aren't sure where to begin
- familiar with the Standard and require expert support to align and implement changes
- outsourcing or have limited internal Human Resources services and require additional support
- wanting to address workplace challenges that are negatively impacting employee well-being
- interested in reducing costs associated with absenteeism, disability, or attrition
- looking to become an 'employer of choice' to attract and recruit top performers
- anticipating that their industry will be mandated to align with the Standard and want to be proactive in setting up a psychological health and safety program

Organizational benefits include:

- reduced absenteeism, disability, and injury
- improved quality of work, higher levels of collaboration, and employee innovation
- healthier levels of employee stress and improved resiliency
- improved employee satisfaction, engagement, and loyalty
- reduced workplace conflict and grievances, including human rights complaints
- improved recruitment and retention of talent
- enhanced organizational effectiveness



There are solid financial, legal and organizational profile costs for ignoring an unhealthy, unsafe workplace, and solid financial benefits for creating a healthy workplace.¹

Contact Homewood Health to find out how to make a positive difference in your workplace today.

Call us toll-free: **1-800-663-1142**

Email us: **workplacesupport@homewoodhealth.com**

Visit us: **homewoodhealth.com**

Workplace Interventions: COVID-19 Virtual Support Services



Virtual support groups

(for key persons or employees)

Virtual support groups are designed to support the unique needs and challenges of two groups, managers, leaders and key personnel and general employee populations. The service provides all participants with an opportunity to share their experiences of the personal impact the pandemic has exacted in both their work and personal lives, and to hear and learn how others have been coping with these challenges.

Virtual support groups are delivered online using a video conferencing platform. A single session or a series of sessions can be scheduled. Typical session lengths range from one to three hours.

Virtual return to work focus groups

(for key persons or employees)

The prospect of returning to the workplace may precipitate conflicting emotions for many. On the one hand, many employees may be craving a return to normalcy and the return to familiar and daily routines, being productive, and enjoying social connections at work. At the same time, employees may be confronted by strong feelings of

anxiety, stress, worry, anger or fear, and these heightened states of arousal may wittingly or unwittingly contribute to interpersonal friction or conflict if individuals feel their personal health and safety is at risk. Virtual RTW Focus Groups are designed to support the unique needs and challenges of two groups, leaders and general employee populations. The service provides participants with an opportunity to discuss the personal impact of this experience as well as their concerns related to a full or partial return to work. The service will bring to the forefront all of the above concerns and challenges which will allow both managers and employees to be more conscious or mindful of their conduct in the workplace.

The sessions will also provide an opportunity for participants to receive guidance and training on how to better manage difficult emotions and interactions when and if they arise.

Virtual return to work focus groups are delivered online using a video conferencing platform. A single session or a series of sessions can be scheduled. Typical session lengths range from two to three hours.

Workplace Interventions: TEAMCare



Designed to mitigate the impact of critical incidents or unique scenarios and challenges facing organizations, this innovative program adapts to address the unique needs of your organization to facilitate a healthy recovery for both the organization and all affected employees. As an example, during the COVID-19 crisis, some teams may be working virtually for the first time and may be feeling isolated, anxious, or even lost without the day to day comfort of the worksite. Other teams may be working in unusual ways, or dealing with unanticipated volumes, or in some cases, much less work than they're accustomed to.

Our unique TEAMcare™ solution employs a multi-faceted, resilience-based approach. The service is designed to offer consultation, psychological first aid, and psychoeducation on reactions, coping and self-care strategies to team members. TEAMcare™ proactively addresses the range of emotions, reactions and psychological impacts at a group and/or individual level through an ongoing crisis or sustained change to what teams consider normal. A TEAMcare™ intervention is typically up to three hours in length, delivered either telephonically or by video. The service consists of a group session of up to one hour and an additional two hours of individual stand-by support

sessions immediately following the group session, or some variation therein. Typically individual sessions last 20-30 minutes to review, plan, and/or provide coaching needs. An employee may be referred to EAP sessions for ongoing support, or if there is no EAP in place, the organization may opt to fund additional individual hourly sessions for employees who need them.

Individual sessions allow employees to share greater personal disclosure with details on how they have been impacted and what challenges they face. Where applicable, our experts may recommend additional programs and services to assist with the recovery process and to assess current risks where applicable. All individual sessions maintain and adhere to strict privacy and confidentiality standards.

Selection and Succession



Selection and Succession



Matching the right people to the right roles.

Management Screening

Screening is a snapshot of a candidate's suitability for a management or leadership role and is designed to offer a fast method of reducing a large pool of potential candidates.

Management Assessment

An in-depth review of a candidate's competencies, designed to assist in differentiating between a small pool of quality candidates for a management position. A combination of psychometric testing, clinical interview, and simulated activities are used to generate suitability recommendations as well as identify areas for development. Verbal feedback for the candidate and/or the hiring manager is included.

Non-Management Screening

This screening is customized for roles where the candidate will not have people reporting to them. It provides a snapshot of the candidate's suitability for the role.

Non-Management Assessment

Similar to the management assessment, but customized for roles where the candidate will not have people reporting to them.

Post-Assessment Feedback

In-depth verbal feedback is provided to the candidate outlining the assessment results, including skill-building strategies and techniques targeting areas of development identified in the assessment.

Expatriate Assessments

Expatriation typically provides an additional level of complexity in personnel selection because of the potential stressors that may arise in a cross-cultural context, uncertainties in the domestic and work environments, and the level of personal adjustment required. Our Pre-Departure Assessments draw on a combination of psychometric testing, a clinical interview, and employee self-report. A detailed written report will be provided to the employee and employer with recommendations and strategies to assist the employee through the transition.

Customized Assessments

This assessment is an in-depth review of a candidate's competencies assessed against a unique role, for example police officer. A combination of psychometric testing, clinical interview, and simulated activities are used to generate suitability recommendations as well as identify areas for development. Verbal feedback for the candidate and/or hiring manager is included.

Development, Evaluation, and Coaching



Tools that facilitate a high performance business culture.

Effective and practical goal-setting and coaching plans call for specific behaviour-based information about an employee's strengths and limitations. Homewood Health will gather this information through structured interviews, personality assessment tools, and 360° feedback.

This data then serves as the foundation of specific action-centered development to meet your organization's development requirements.

360° Assessments

The 360° evaluation tool is a progressive approach to increase productivity and facilitate effective and needed behavioural change. These evaluations provide participants with in-depth feedback from their peers, supervisors, and direct reports, and highlight perceived strengths and areas for improvement. 360° evaluations lead to an organizational culture of learning and development, and consequently increased well-being and productivity.

Personal Aptitude Tests

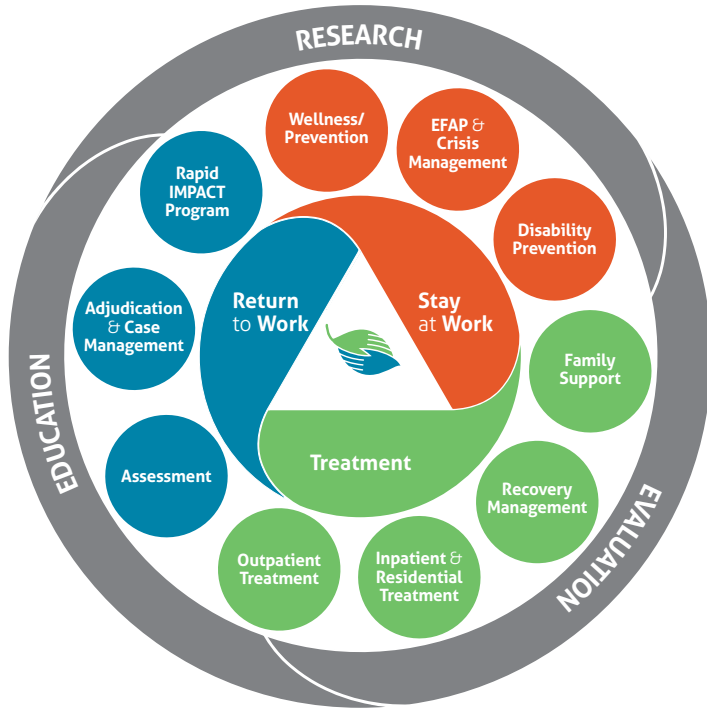
Personal aptitude assessments can be administered to anyone at any time, without reference to a particular role. Employees complete a developmental assessment and obtain feedback on their strengths and weakness.

Post-Assessment Coaching (Management and Non-Management)

Coaching options may be either leadership-focused or focused on general development.

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.



Contact Us

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

1-800-663-1142

contact@homewoodhealth.com

HomewoodHealth.com



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