

WELLNESS TRAINING INTERVENTIONS



Strategic Employee Wellness Management

- ▶ Seta accredited
- ▶ NQF level 5
- ▶ 38 credits
- ▶ 6 contact days
- ▶ Level 2 BBBEE
- ▶ Portfolio support

By the end of this program, successful candidates will be able to:

- ▶ Create a corporate wellness strategy
- ▶ Align wellness policy and procedures to organizational vision and objectives
- ▶ Build a team of champions and vendors
- ▶ Develop accountability measures
- ▶ Implement your wellness plan
- ▶ Drive a corporate culture of wellness
- ▶ Monitor and evaluate for continuous improvement
- ▶ Calculate return on investment and provide feedback

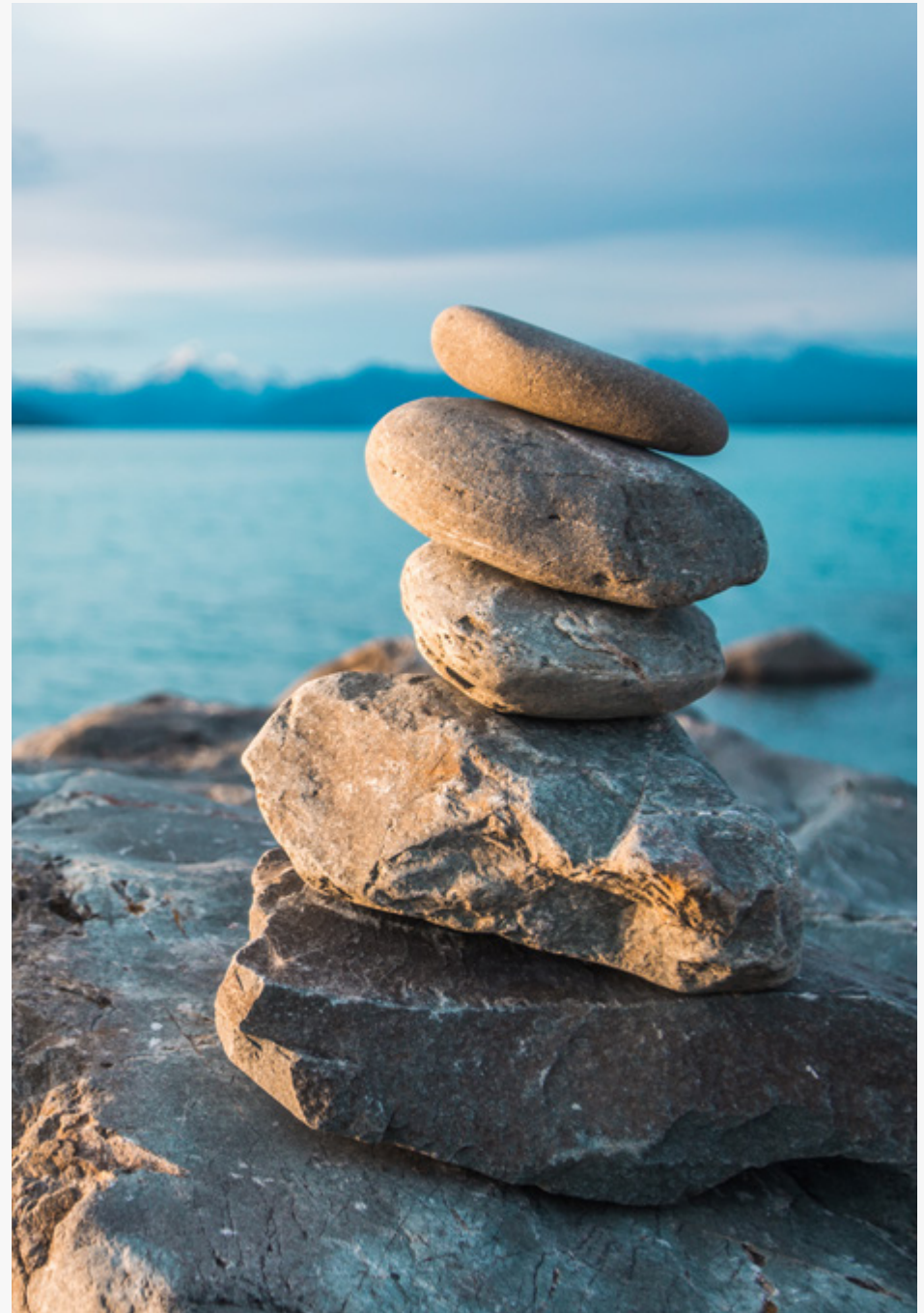


WELLNESS COMMITTEE BOOTCAMP

A two day training program aimed at wellness champions to equip them with the relevant strategic knowledge to add value to the wellness committee.

The outcomes of the training program are:

- ▶ Wellness in the South African context – a discussion about existing relevant legislation
- ▶ The SABPP wellness standard
- ▶ The strategic role of the wellness team
- ▶ The purpose of a wellness committee
- ▶ Wellness committee structure
- ▶ Scope, objectives, role and functions of the committee
- ▶ Monitoring of wellness policies, procedures and practices
- ▶ Wellness committee constitution and charter (code of conduct)
- ▶ Roles and responsibilities of committee members
- ▶ Frequency and content of meetings



STRESS MANAGEMENT AND RESILIENCE BUILDING

Our program includes:

- ▶ Vitals© survey – 5 minute online stress survey designed by expert clinicians
- ▶ One day stress management and resilience building workshops
- ▶ Report and presentation of common issues and life events of your workforce

Specific learning outcomes and practical take-aways include:

- ▶ A good understanding of positive and negative stress.
- ▶ The ability to identify positive and negative stress impacts personally and in the workplace.
- ▶ The ability to identify personal positive and negative stressors at work and in other situations.
- ▶ An understanding of why stress is an individual response.
- ▶ An understanding of the physiology of stress (positive & negative) and how it affects people physically, cognitively, emotionally and behaviourally.
- ▶ Strategies for dealing with stressors at work and in your personal life.
- ▶ Understanding and practical experience of some stress reduction exercises.
- ▶ Understanding of resilience and its importance in maintaining balance.
- ▶ A resilience-building toolkit.
- ▶ How to build a personal stress management & resilience action plan.



MINDFULNESS

This is an interactive experiential course which is slow paced to enable implementation and practice.

Mindfulness practice teaches you to respond differently to your current patterns of thinking, feeling & experiencing. It enables you to notice others and the world around you, which leads to deepening of interpersonal relationships.

The program covers:

- ▶ Becoming aware of the current state of your mind
- ▶ Becoming aware of how present/grounded you are in your body and self-compassion
- ▶ Exploring basics of mindfulness practice and mindfulness support using sound and breath
- ▶ Working with distraction
- ▶ Introduction to observer/undercurrent model
- ▶ Cultivating an attitude of self-acceptance
- ▶ Working with difficult thoughts and emotions that are currently present
- ▶ Quality living: mindfulness in daily life



FINANCIAL WELLNESS PROGRAMS

1. Get Out Of Debt Session

A three hour session for those who are sick and tired of being in debt and broke all the time.

2. Financial Management & Budgeting Masterclass

A full day program which can be run in half a day provided delegates have attended the "get out of debt" session.

3. Financial Clinic

The aim of the clinic is to provide employers with a financial wellness program that enhances employee engagement and productivity as a result of reducing financial stress.

By limiting personal financial distractions in the workplace, your company's bottom line will be positively impacted in:

- ▶ Reduced absenteeism and sick time usage
- ▶ Reduce financial related stress
- ▶ Increased retention and employee loyalty
- ▶ Improved productivity and morale
- ▶ Minimized the need for salary advances



WIP (Women INpowered)

WIP is an extremely simply, easy to learn, yet devastatingly effective self INpowerment system that has been designed specifically for women, to give them the mental and physical ability to make a choice in a threatening situation.

- ▶ WIP is not self defence (reaction) which is impossible to learn in a short time
- ▶ WIP is about INpowerment (action) which you will master in a few sessions
- ▶ WIP is designed specifically for women
- ▶ WIP has been co-developed and endorsed by ALISON (www.alison.co.za)
- ▶ WIP challenges all perceptions about self defence

