



Professional Development Training and Workshops: **People & Culture**

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Introduction

Wellness Works Canada is your non-profit association that supports employers and practitioners with simple, evidence-informed resources, tools, training, certification, and support to build health, high performing work cultures. We believe that together, we can build a healthy, high performing Canadian population and economy by investing in organizational health and performance.

We are supported by our advisory board of experts in the industry; and a passionate, experienced, healthy, and high performing team. Our services and resources are practical, cost-effective, and customized to meet your needs.

Some of our clients and members include organizations like KPMG Western Canada, CLAC, LifeWorks, Westmill Industries, Integra, the Government of Canada and countless small private and non-profit organizations.

Partnership Potential

Wellness Works Canada specializes in providing strategic support, training, and accreditation to support employee well-being so that employees and business can thrive.

Building Resilient, High Performing Work Cultures

We are proud to offer a suite of workshops and training to support the well-being and performance of your people. Browse through the following pages to see 25 of our most popular workplace training options.

Looking for a keynote, customized workshop or series of training? Reach out, it would be our pleasure to support your unique needs.



1. Mental Health First Aid Certification

MHFA is the help provided to a person developing a mental health problem, experiencing a mental health crisis, or a worsening of their mental health. More than 400,000 Canadians have been trained since 2007. The course will train you to recognize, respond and guide peers, family members and colleagues to the appropriate support. In the workplace, it will help you to engage clients and stakeholders with confidence, improve mental health among colleagues, and develop a common language and understanding. Pick from the 8-hour online course, a 9-hour blended course or a 12-hour in-person course.

Note: *this is a Mental Health Commission of Canada course, offered by trained facilitators through Wellness Works Canada.*

Learning outcomes include:

- Increased awareness of signs and symptoms of the most common mental health problems.
- Decreased stigma related to mental health.
- Increased confidence interacting with individuals experiencing a mental health problem or crisis.
- Increased help actually provided to individuals in crisis or experiencing a mental health problem



2. The Critical Elements Of A Workplace Well-Being And Performance Strategy

The world of occupational health, safety, and well-being is ever-changing. As formal and informal leaders, how can we keep up with the legislation and the needs of our people? Do we need 20 strategies to support our people? What is enough?

In this session, learn a practical strategic way to support your people and organization to thrive while connecting the dots between all the elements that impact well-being and performance.

Participants will:

- Identify the components of a people and culture strategy and how they align.
- Do a deep dive into workplace culture and how to influence it.
- Identify practical ways to integrate organizational priorities to create one aligned plan.
- Identify how to define the roles and responsibilities of the organization, people leaders and all employees.
- Identify and commit to practical practices to support the health, safety and well-being of your team or organization starting today.

3. Creating A Psychologically Safe Work Environment

In this interactive team-building session, learn about the number one determinant of team effectiveness – psychological safety, which in its simplest form, is the ability to take interpersonal risks without fear of reprisal. Learn how to build trust and support each other through authenticity, collaboration, transparency, curiosity, and honesty. Come prepared to discuss how to navigate difficult conversations and contribute to a culture of psychological safety. Specific learning outcomes include:

- Learn what psychological safety is and how it impacts team performance.
- Learn a model to support the health and performance of your team and/or organization.
- Learn practical ways to build a culture of physical and psychological safety, health, innovation, and performance in alignment with the psychological health and safety standards.
- Complete a workbook with practical steps to support psychological safety within your team.

4. Building Resilience In A Climate Of Uncertainty

Join us for an interactive session that will provide you with an opportunity to support resilience for yourself, your colleagues, and other employees. Be prepared to develop an action plan so that you can work on the skills you learn after the workshop!

- Understand the relationship between mental well-being, stress, and personal and organizational performance.
- Define resilience and identify factors that positively impact mental well-being.
- Create a resilience action plan to manage change, vicarious trauma, and compassion fatigue.

5. Social Connection, Technology And Hybrid Work

The quality of our interactions and relationships with others impacts our well-being and our performance. In a hybrid world, it is more important than ever that we foster meaningful psychologically safe relationships so that we can thrive. This interactive session is jam-packed with actionable, practical tips on how to foster better social connections that will lead to enhanced health, well-being, and higher performance in all areas of life. In this session, participants will:

- Learn about social connection, isolation, loneliness, well-being, technology, and performance.
- Learn practical tips to adjust your mindset and foster connection to enhance overall well-being and performance.
- Complete a workbook and gain access to loads of resources for future reference.

6. Working Smarter

In a hustle culture, we often get caught up in working harder, not smarter. We have limited resources, limited time, and more and more on our plates. In this interactive session, join us to learn tips and tricks to work smarter to reach your potential.

Learning outcomes include:

- Learn about the connection between psychological health, well-being, productivity, and innovation at an individual, organizational and community level.
- Have tips and tools to improve productivity to work smarter, not harder.
- Have a personal plan to be healthy and productive at work and beyond and to promote that within their teams.

7. Thriving Through Difficult Conversations

A key psychological health and safety factor that impacts our ability to thrive at work is civility and respect. Having civility and respect can support an inclusive environment that allows us to have meaningful productive relationships. Yet, when emotions are high and opinions are different, conversations can become difficult. In this interactive session, participants will:

- Learn tricks and tips for difficult online and in-person encounters.
- Learn a methodology around having difficult conversations.
- Practice difficult conversations in a safe and supportive environment

8. Managing Well-Being And Performance In Times Of Disruption

Change is the only constant these days. Yet there are powerful ways to learn how to manage it in a way that will allow us to thrive. In this interactive session, participants will learn about how to support each other in a team environment. Next, participants will learn how to anticipate, accept, adapt, alter, or even avoid parts to successfully cope from an individual perspective. Finally, participants will commit to action or behaviour that will allow themselves and /or their team to better manage change.

Learning outcomes include:

- Understand change and the impact it can have.
- Understand a team model that helps teams and organizations thrive through change.
- Learn the 5a's to cope with change.
- Develop an individual and team plan to learn to thrive through change.

9. Preventing, Identifying, And Mitigating Burnout

Rates of burnout in the social services section are estimated to be as high as 75% and even higher since the pandemic. In this workshop learn:

- What burnout is
- How to identify signs and symptoms in self and others
- How to manage risk factors from an individual and organizational perspective
- Practical ways to recharge and recover from burnout.

10. Well-Being As A Risk Management Strategy For Yourself And Your Organization

Toxic stress and a variety of psycho-social hazards in the workplace can contribute to burnout, absenteeism, high turnover, mental and physical short- and long-term disability claims, and more. How can we ensure we are being responsible and mitigating risk? From an individual perspective, what tools can help us manage inherited environmental risks that come with the job? This workshop will go through a process to identify organization, team, and individual risk factors and dive into practical prevention and mitigation techniques to not only prevent and mitigate harm but also promote well-being.

11. Balance

In the world of well-being, the term work-life balance is quite controversial because work is a big part of life, and you need to not only enjoy life outside of work but your time at work as well! Having balance is also about feeling you can manage all the demands of life. This includes meeting your own needs – not just the needs of others. As the pace of work increases, this has become increasingly difficult for many people. In the session:

- Learn about the term – “work-life balance” or life-work integration and define what that means to you.
- Get hands-on and map out your current and desired state for balance.
- Learn to intentionally craft your days, weeks, months, and years – before someone else does.

12. Healthy Optimism And Toxic Positivity

Is there such a thing as too much positivity? Yes! While we may want to be positive and optimistic, the reality is, that life is not all unicorns and rainbows. We ALL face adversity and processing hard times in a healthy way is just as important, if not more important, than focusing on the good. In this session:

- Learn about positivity, positive psychology, and toxic positivity.
- Learn and identify common mental traps: aka cognitive distortions.
- Learn ways to counter your mental traps.
- Develop a plan to lean into the roller-coaster of life with a healthy dose of positivity.

13. Fueling And Moving For Mental Performance

We need to be well to do well and to be well, we need to address all aspects of well-being, including how we eat and move. In this session, learn the science behind how nutrition and physical activity influence productivity and performance. Next, learn practical tips and tricks you can use to support yourself to eat well and stay active when on the move and how to foster an environment that encourages healthy, resilient behaviours.

Participants will:

- Learn about the connection between nutrition, physical activity, and productivity.
- Learn the single best thing you can do to improve your physical health.
- Learn practical tips to eat well and maintain a healthy body weight to support mental fitness.
- Learn ways to create a work environment and culture that promotes physical well-being.
- Create one or two actionable goals to improve your physical well-being.

14. Living With Purpose

The research shows, that one very key determinant of resilience is having purpose and passion. Many of us may intrinsically know what our 'why' is and have a deep sense of purpose or what the Japanese call, our Ikigai. However, taking the time to do a deep dive, articulate it, share it, and define the daily behaviours that are in line with that purpose will build our personal well-being and success and help us work better together. In this session:

- Understand how defining our purpose or Ikigai will serve us and our colleagues.
- Define our personal purpose and work purpose and how they align.
- Work with colleagues to learn about each other's purpose and values and how we can support each other.

15. Getting Active: The Single Best Thing You Can Do For Your Health

Most of us know that being physically active is good for our health, can extend our life span and make us feel better. Did you also know that being active can ward off Alzheimer's and build cognitive health, creativity, and innovation? In this session, participants will:

- Learn the science behind the not-so-known benefits of physical activity.
- Learn the fascinating connection between productivity, mental acuity, and physical fitness.
- Learn easy micro-break activities that make physical activity easy and fun.
- Develop a plan based on atomic habits, to make it easier to fit in that physical activity than not to.

16. Self-Care Isn't Selfish: Learning The Art Of Real Self-Care

The topic of self-care can be controversial. Is it an added task to your already full plate, or is it an act that preserves your ability to function and serve others? In this interactive and solution-focused session, learn evidence-based strategies to harness the power of real self-care, one that enables you to thrive and function optimally in any given environment.

Participants will:

- Learn the difference between faux self-care and effective self-care.
- Identify individual strategies that will work for you in the short and long term.
- Learn about team strategies that can foster an environment where self-care practices are normalized, encouraged, and rewarded for sustainable high performance.
- Develop a personal plan to implement effective, real sustainable self-care strategies that allow you and your colleagues to thrive and not just survive.

17. Healthy Spaces: Setting Up Your Workspace For Success

The physical environment can either help us or hurt us. In this session learn:

- How to use ergonomics to work well anywhere.
- How to set up your space for focus and productivity.
- How to use biophilia to support your well-being and performance.

18. Building Your Agility Quotient

In today's knowledge economy, we are bombarded with information and knowledge. The skills of the future don't require us to learn more information but rather to build competencies that allow us to adapt and flourish during change and uncertainty. This may sound disconcerting, but it doesn't have to be. In this session, you will learn essential skills to thrive in the future of work by building your agility and cognitive flexibility. Participants will:

- Learn the difference between EQ, IQ, and AQ.
- Learn skills to lean into change and discomfort, alternative perspectives, and personal disruption.
- Learn tips and tricks to cultivate a mindset that will help you build your AQ.

19. Using Gratitude To Rewire Your Brain For Happiness

Thanks to neuroplasticity, we have the gift of being able to rewire our brains. We are born with a negativity bias – but we can train our brains to focus on the positive. In this session, participants will:

- Learn about the basics of neuroplasticity.
- Understand to accept our negativity bias.
- Learn the benefits of gratitude.
- Learn practical ways to practice gratitude for long-term happiness.

20. Freeing Up Mental Clutter For Focus And Clarity

In a hustle culture, we often get caught up in working harder, not smarter. We have limited bandwidth, resources, limited time, and more and more on our plates. In this interactive session, join us to learn tips and tricks to declutter your mind to work smarter to reach your potential.

Learning outcomes include:

- Learn about the connection between productivity, well-being, and innovation at an individual, team, and organization level.
- Have loads of tips and tools to free your mind to work smarter, not harder.
- Have a personal plan to be healthy and productive at work and beyond.

21. Recognition And Reward As A Strategy For Connection

Resilience at work is defined by many things. Having a sense of efficacy, hope, connection, passion, and purpose are a few that can be influenced by having a meaningful, authentic recognition and reward system in place. Recent research shows that recognition and reward not only enhance engagement and resilience at work, but it also enhances connection – which is one of the biggest determinants of well-being. In this session learn:

- The role of recognition and reward in psychological health and safety.
- The connection between recognition and reward with connection.
- Practical ways to enhance recognition, reward, and connection in your team.
- Learn how to increase your own sense of self-efficacy and contribution.

22. Inclusive Leadership, Civility, And Respect

Over the last decade, there has been a drop in rates of civility. Since the pandemic, civility has continued to decline thanks to divisiveness on important matters. Additionally, while issues with systematic racism have gained greater awareness, there is much to do to create a truly inclusive workplace. To work collaboratively and productively in the workplace, inclusive, civil, equitable, and respectful relationships are of utmost importance. In this workshop learn:

- Learn what inclusive leadership is.
- Learn about implicit bias and common microaggressions and how to avoid them.
- The dos and don'ts of inclusive language.
- How to foster civility, respect and inclusiveness in interpersonal relationships, teams, and organizations.

23. Financial Well-Being

What is the number one cause of divorce, and overall stress for Canadians and folks across the world? You guessed it – financial stress. Financial stress is not about how much we make but often how we manage it. In this session, participants will:

- Define the gap between what you have, what you spend, and what you need.
- Learn about the science of reference points.
- Define what truly promotes happiness and financial well-being (hint: it's not more money)

24. Building Resilience For The Future Of Work

Today's work climate is one of change, possibility, and hope. However, lurking in the shadows is an echo pandemic of poor mental well-being. During change and adaptation, now, more than ever before, we need to lock into our resilience to build back better.

In this interactive and insightful discussion, come together to learn practical evidence-based strategies to build individual and team resilience.

In this session, you will:

- Be moved by a raw story of vulnerability and resilience.
- Learn key trends impacting the future of work and how to stay ahead.
- Learn and commit to strategies to support team resilience and high performance.
 - Call in vs. call out, planning for the unexpected, push and pull approach to workload.
- Learn and commit to practical ways to be the change you wish to see.

25. Humanizing The Workplace

Organizations are groups of people working toward a common goal, mission, or vision. Well hopefully. And while working together, the biggest potential or barrier to success is interpersonal relationships. Or perhaps the lack thereof. A strong culture requires a north star that everyone can keep their sights on. And through that process, they need to work effectively to get there. In this session, participants will:

- Learn how a work spouse or a 'best friend at work' supports well-being and productivity.
- Learn how to 'humanize' the workplace to better achieve your work goals.
- Understand the balance.



26. Mental Fitness

Our mental fitness and ability to be well can be enhanced when we have a combination of the psychological and social support we need, positive emotional regulation, social connectedness, and purpose. In this interactive discussion, learn how to apply principles of positive psychology to help us thrive in our work and personal lives to be mentally fit while being aware of, and/or using the supports available at our disposal.

Participants will:

- Understand the relationship between mental well-being, stress, and our personal performance.
- Define mental well-being and identify factors that positively impact mental health.
- Apply positive psychological practices to develop greater self-awareness, emotional regulation, social connectedness, and purpose.
- Know how to access supports that are available.



Building a healthier, higher performing Canadian population and economy. One organization at a time.
Together.

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