


WORKPLACE OPTIONS

Training programs 2025

Inspiring employees
around the world

Global Learning Solutions



A top-down view of a desk with a laptop, a pair of glasses, a pen, and a white coffee cup. The background is a light, textured surface.

Your guide to workplace well-being

We understand that the landscape of workplace learning is constantly evolving.

To meet the diverse needs of today's workforce, we have developed a series of cutting-edge training sessions, designed to drive personal and professional growth through innovative learning.

Welcome to the Workplace Options 2025 training catalogue

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Our approach

The power of customised learning

Everyone learns differently. That's why our global learning services are tailored to the unique needs of your organisation - wherever you are in the world. Not only can we adapt to your language, location and company culture, we deliver a customisable learning journey that truly aligns with how your teams love to learn.

From immersive virtual environments and interactive modules to hybrid learning formats that blend in-person and digital training, we create dynamic learning experiences that will actively engage your workforce.

Taking a holistic approach, our training programs cover a diverse range of topics and skills. Each session is designed to inspire and empower, making learning not only impactful but also applicable to real-life scenarios - both at work and beyond.

Plus, with follow-up consultations, feedback reports and ongoing guidance, we'll ensure your development goals stay on track, maximising opportunities for individual growth and organisational success.

[Talk to us about learning](#)

“The Workplace Options Global Learning Solutions catalogue is brilliant, covering a wide range of well-being topics. Each location can choose what best responds to their training needs.” - SBM Offshore

[Read more from our clients](#)

What's new for 2025? (1/2)

New ways to engage and learn

Our training sessions embrace new delivery methods to optimise knowledge retention, skill application and employee engagement.



INSTRUCTIONAL

Instructional learning engagements deliver in-depth, specialised content led by a seasoned subject matter expert.

Expert-led Instruction

Direct access to a specialist who delivers deep, industry-relevant knowledge.

Focused Learning

In-session learning only, designed for concentrated skill-building with no pre-work.

Actionable Takeaways

Participants leave with practical tools and strategies they can implement right away.



WORKSHOP*

Workshops move learning beyond theory, emphasising practical application in both work and personal life.

Pre-learning

Curated resources and materials for knowledge building prior to the workshop.

Facilitated Discussion

Expertly-led session with problem-solving, analysis, and peer learning.

Practical Tools

Strategies and tools that participants can instantly integrate into their lives.

*Maximum capacity of 20 participants

// *Workplace Option's monthly webinars have been a nourishing experience for our employees and managers alike.* - HERE Technologies

[Read more from our clients](#)

What's new for 2025? (2 / 2)



PRE-RECORD

Unlock the power of flexible learning with our pre-recorded training sessions, designed for seamless integration into your organisation's digital platforms.

24/7 Accessibility

Employees can engage with content anytime, from anywhere, learning without disrupting workflow.

Scalable Solution

Train entire teams or departments effortlessly by hosting the session on your internal platform.

Cost-Effective

A one-time purchase gives you the freedom to train as many employees as needed.

Consistent Quality

Ensure every team member receives the same expert instruction, tailored to your organisation.

Self-driven Learning

Boosts performance while maximising convenience and value for your business.



DIGITAL MICRO-LEARNING

Incorporating a variety of digital assets to provide a flexible, engaging, and cost-efficient way for employees to continuously develop their skills.

Multi-Format Engagement

A variety of content formats - from blog posts to social media resources - catering to different learning styles.

Flexible & On-Demand

Digital assets can be accessed anytime, anywhere, allowing employees to learn at their own pace.

Interactive & Shareable

Assets promote engagement and discussion, encouraging employees to apply their new skills in real time.

Scalable & Cost-Effective

Once created, they can be shared on your internal platform or social media channels, reaching your entire team without ongoing costs.

Support Impact & Engagement of Live Sessions

Use the digital micro-assets alongside live sessions to encourage continued reflection.



The Diversity Movement (TDM)



**the
diversity
movement**

A Workplace Options Company

The Diversity Movement (TDM) joined the Workplace Options family in 2023, helping organisations drive growth through culture-led initiatives that foster enhanced well-being, belonging, and trust. By equipping leaders and their teams to be more productive, collaborative, and innovative, TDM enables organisations to deepen employee engagement and deliver scalable business impact.

Our integrated approach empowers leaders to cultivate inclusive cultures using data-informed insights, award-winning content, advanced technology, and DEI expertise.

The result? Your organisation benefits from better business outcomes driven by high-performing, resilient teams.

The Global Learning Solutions (GLS) team has collaborated with our TDM colleagues to develop new and rebranded content for the 2025 catalogue.

This collaboration is reflected in offerings such as **AIR25**, **Understanding Microaggressions**, and **Discovering Unconscious Bias**.

While GLS workshops are a fantastic first step for organisations, TDM provides advanced strategies and development support in key areas such as:

- **Inclusive Culture**
Building workplaces that embrace and support employees from all backgrounds.
- **Belonging and Inclusion**
Creating environments where every employee feels a sense of belonging and can thrive.
- **Workplace Equality**
Ensuring equitable access to resources and opportunities for all employees.
- **Cultural Competency**
Developing understanding and responsiveness to diverse cultural contexts within the workplace.

TDM is your premier partner for comprehensive support, offering tailored solutions to meet your organisation's unique needs. As the market leader, TDM delivers training in multiple modalities, including virtual live instruction and on-demand learning, ensuring flexibility and accessibility.

Beyond training, we provide a continually expanding repository of original resources—how-to guidebooks, articles, webinars, and podcasts—curated and updated to meet evolving workplace challenges.

Contact your Account Manager today to connect with the TDM team.

Testimonials

HERE Technologies

// *It has been a nourishing experience having Workplace Options' webinars every month. The trainers are very professional, with full knowledge of the assigned topic. We always receive positive feedback from our employees about the experience of the specialists.*

We really appreciate the variety of topics Workplace Options has, since you cover physical, mental and social health - not only for employees but for managers too, which is very helpful.

We always receive excellent attention and a quick response via emails. We're happy working with Workplace Options!



Testimonials

SBM Offshore

// *Since 2014, SBM Offshore has organised an internal and international 'Life Day' on a yearly basis to celebrate our value of care and engage on a range of topics related to protecting life and the environment.*

For 2023's event, we also celebrated the tenth anniversary of Life Day. Safety and care are our top priority, and on this anniversary, we focused on three topic areas, one of them being 'Well-being Matters'.

Since 2020 we have partnered with Workplace Options' Employee Assistance Program, advisory services and training. For Life Day, we wanted to focus on several well-being subjects across the globe, both onshore and offshore, so quite a complex organisational task as our footprint is in more than ten different countries.

The Workplace Options Global Learning Solutions catalogue is brilliant, covering a wide range of well-being topics, and it was easy for each location to choose what would better respond to their training needs.

Planning and organisation went smoothly as well as the rollout of the training, whether it was in person, online or recorded.

The feedback from the teams across the globe was very positive and enthusiastic. No matter where (yards; offshore units; offices), 'SBMers' really enjoyed the sessions and saw the value of them. Thank you to our account manager and the Global Learning Solutions team for all the good work and dedication to SBM Offshore's Life Day. It was really a big success!



Our training sessions

To help you navigate to the training session you need, we have grouped them by broad topic areas, including Professional Well-being, Mental Well-being and Physical Well-being.

NEW

A brand new training session developed for 2024.

FLAGSHIP

An advanced training solution with content adapted to align to your business needs. We undertake a pre-training consultation to learn more about your organisational environment and learning objectives, and develop case studies that reflect relevant business scenarios.*

KEY TERMS

Terms that highlight the foundational ideas within a session.

*Available to purchase on a fee-for-service basis.

Professional Well-being



Personal Well-being



Mental Well-being



Physical Well-being



Parental + Caregiver Well-being



Financial Well-being



Mindfulness



Leadership Training



Workplace Essentials / Compliance



Ambassador Programme



Curriculums



Elearning Training



Professional Well-being

- Becoming a Self-Starter
- Behavioural Science of Excellent Customer Experience **NEW**
- Confident Public Speaking Skills
- Cross-Cultural Communication
- De-Escalation Skills: Managing Aggression in the Workplace **NEW**
- Discovering Unconscious Bias
- Effective Communication
- Embracing Change
- Planning Your Professional Growth
- Responding to Bullying and Harassment

- Supporting Colleagues Through Difficult Times
- Understanding Microaggressions
- Virtual Presentation Mastery
- Work Smart, Achieve More

Sessions for employees

- Developing a Growth Mindset
- Fostering a Sense of Belonging
- Giving and Receiving Feedback
- Inclusion Matters
- Recognition in the Workplace
- Respect in the Workplace

Personal Well-being

- Balance not Burnout
- Discovering the Power of Self-Awareness
- Foundations of Well-being: Building Resilience and Balance for Everyone
- Life Beyond Digital Devices
- Overcome Imposter Syndrome
- Recover From Compassion Fatigue
- Self-Care Toolkit
- Setting Healthy Boundaries
- Tackling Loneliness

Mental Well-being

- Calming the Anxious Mind
- Creating a Culture of Support: Suicide Prevention in the Workplace
- Creating a Resilient Mindset
- Demystifying Counselling
- Discovering the World of Emotional Intelligence
- Effective Stress Management
- Healthy Mind Toolkit
- Staying Optimistic
- Understanding Emotional Triggers

Sessions for employees

- Mental Health - Recognise and Respond

Physical Well-being

- Breaking Free: Strategies for Overcoming Modern Tobacco and Vaping Challenges
- Eat Well. Move More. Sleep Better.
- Let's Sleep On It
- Men's Health Matters
- Menopause 101
- Well-being For Women

Parental + Caregiver Well-being

- Caring for You While Caring for Others
- Changing Relationships: You and Your Ageing Parents
- Children and the Media
- Overcoming Parental & Caregiver Guilt
- Parental & Caregiver Leave - A Smooth Transition
- Parenting + Caregiving and the Digital World: Protecting Your Children
- Supporting Your Child's Mental Health
- Supporting Mental Health of Fathers
- Thriving as a Parent & Caregiver
- Raising Resilient Children

Financial Well-being

- Financial Insomnia
- Financially Smart Parenting
- Mastering Your Money in a Changing World
- Money on my Mind: Dealing with Anxiety
- Unlock the Secret to Financial Well-being

Mindfulness

- Mindfulness Series
- Mindfulness for Emotional Strength
- Mindfulness for Compassion
- The Practise of Gratitude
- Mindfulness to Concentrate and Pay Attention
- Helping Children Learn Mindfulness
- Mindfulness for Healthy Eating
- Mindfulness for Being There: The Art of Taking a Walk

Leadership Training

- AIR: Awareness, Intervention, Resilience **FLAGSHIP**
- AIR 2.0: Leading in a VUCA world **FLAGSHIP**
- AIR25: Building Psychological Safety Through Inclusive Leadership **FLAGSHIP**
- Championing Neurodiversity in the Workplace
- Employee Engagement: Building and Maintaining an Engaged Workforce
- Engaging a Multi-Generational Workforce
- Getting Comfortable with Conflict: A Leadership Guide
- How to Lead High Performing Hybrid Teams
- Leading Through Crisis
- Navigating Performance Reviews and Feedback

- People-Centric Leadership
- Sexual Harassment in the Workplace
- The Coach Approach to Leadership
- Understanding Neurodiversity in the Workplace
- Why Well-being Matters

Sessions for managers

- Giving and Receiving Feedback
- Mental Health - Recognise and Respond
- Nurturing a Growth Mindset in your Team

Workplace Essentials / Compliance

- From Incident to Response: Responding to Critical Incidents in the Workplace
- Managing Intra Team Conflict
- Psychological Safety 101
- Psychosocial Risks: Introduction for Staff and Managers
- Psychosocial Risks: Managing in High-risk Environments

Sessions for employees

- Sexual Harassment in the Workplace

Ambassador Programme

- Well-being Ambassador Certification **FLAGSHIP**
- Ambassador Programme: Refresher Programme **FLAGSHIP**

Curriculums

- Curriculum Training
- Psychosocial Risk Safety Curriculum
- Leading with Purpose
- Well-being Foundations for Leaders
- Resilience Edge
- Time Management for Carers: Supporting Employees with Carer Responsibilities

Professional Well-being



Becoming a Self-Starter

Available modalities:

Instructional
and Pre-recorded

Key terms:

Discipline,
Resilience,
Habits, Mindset,
Burnout

 30/60/90 minutes

BOOK THIS SESSION

Becoming an empowered self-starter not only unveils boundless possibilities but also lays the foundation for personal and professional development.

In the hustle and bustle of daily life, we often neglect what truly matters—our overall well-being. Thriving is about so much more than simply managing stress or avoiding illness; it's about flourishing and finding balance in every area of our lives. True well-being encompasses mental and physical health, financial security, strong relationships, and a sense of belonging within a supportive community.

In this engaging and insightful session, we'll dive into how these key pillars interact, offering practical strategies to help you create balance, build resilience, and achieve a fulfilling life. By exploring actionable ways to prioritise your well-being, you'll uncover the keys to flourishing and learn how to make meaningful, lasting changes towards a healthier, happier you!

How participants will benefit

In this session, participants will:

- **Uncover the essential qualities that define a self-starter** and set the foundation for personal success
- **Discover how to bounce back from challenges and setbacks** whilst maintaining self-driven momentum
- **Understand the intricacies of motivation** and learn techniques to sustain their inner drive
- **Unlock the potential of a growth mindset** to embrace challenge and continuous improvement
- **Learn self-care practises** to keep their self-starter flame burning without succumbing to burnout

Behavioural Science of Excellent Customer Experience

NEW

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Professional skills,
Communication,
Emotional intelligence

 30/60/90 minutes

[BOOK THIS SESSION](#)

This workshop empowers participants by leveraging behavioural science strategies to enhance their customer service skills and foster impactful interactions. By delving into key psychological principles, such as understanding human motivation, decision-making processes, and emotional responses, participants will gain insights into how these factors influence customer experiences.

The session focuses on communication techniques grounded in behavioural science, enabling participants to anticipate customer needs more effectively and respond to emotions with greater empathy. By understanding the underlying motivations behind customer behaviour, they can navigate challenges more adeptly, turning potential conflicts into opportunities for connection.

They will learn how to apply behavioural insights to everyday situations, whether handling complaints or providing routine support. By the end of the workshop, participants will possess a comprehensive toolkit of evidence-based techniques designed to create memorable and meaningful customer experiences, ultimately fostering loyalty and positive relationships.

How participants will benefit

In this session, participants will:

- **Learn Psychological De-Escalation Techniques Routed In Cognitive Reframing:** Enable transforming customer complaints into collaborative problem-solving opportunities by recognising emotional triggers.
- **Discover Practical Exercises:** To help participants acquire skills to establish trust and rapport with customers, enhancing satisfaction and loyalty.
- **Learn Effective Communication Techniques:** Rooted in psychological insights allow responding to customer emotions with empathy and building stronger connections.
- **Leave with Proven Tools:** To create memorable customer experiences across various contexts

Confident Public Speaking Skills

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Public speaking,
Confidence,
Communication,
Adaptability

 30/60/90 minutes

BOOK THIS SESSION

Exceptional public speaking skills set employees apart, empowering them to captivate audiences, convey ideas with clarity, and elevate your organisation's impact.

This dynamic training transforms nervous speakers into confident communicators through proven techniques that reduce anxiety, sharpen delivery, and inspire action. Many struggle with public speaking due to fear of judgement, lack of preparation, or limited practise, but these barriers can be overcome with the right strategies and guidance. Participants will learn to craft compelling narratives, connect authentically with diverse audiences, and command attention in any setting.

Engaging exercises, real-time feedback, and expert coaching ensure every participant hones their unique style and projects confidence. The training also focuses on adaptability, helping employees tailor their approach for virtual and in-person settings. Empower your team to shine, leaving a lasting impression that drives results and strengthens your organisation's reputation.

How participants will benefit

In this session, participants will:

- **Overcome Speaking Anxiety:** Master techniques to reduce fear and build confidence in public speaking.
- **Deliver Impactful Presentations:** Learn to craft compelling messages that captivate and persuade your audience.
- **Build Authentic Connections:** Develop skills to engage with diverse audiences and foster genuine rapport.
- **Inspire and Influence Teams:** Enhance your ability to motivate, lead, and drive action through effective communication.
- **Elevate Professional Impact:** Strengthen your personal and organisational reputation with polished public speaking skills.

Cross-cultural Communication

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Effective communication,
Relationships, DEI,
Psychological safety

 30/60/90 minutes

[BOOK THIS SESSION](#)

Culture is a shared set of assumptions that shape how we perceive the world and influence values, norms, attitudes, and behaviours. These assumptions impact perceptions of gender, age, and social class, as well as ideas about race, ethnicity, religious practises, sexual orientation, physical appearance, ability, and regional or national identity.

This session is designed to help participants develop a deeper awareness and understanding of diverse cultures. Through thought-provoking discussions and activities, attendees will explore how cultural assumptions shape interactions and behaviours. The training challenges participants to reflect on their attitudes and values toward other cultures, fostering greater intercultural sensitivity.

By building this essential skill, participants will learn to navigate and respect cultural differences, improving communication and collaboration. This session equips attendees to create more inclusive, empathetic environments that support positive relationships across all cultures.

How participants will benefit

In this session, participants will:

- **Understand the Meaning of Intercultural Competence:** Explore the concept of intercultural competence and identify common obstacles to effective cross-cultural communication.
- **Learn the Importance of Psychological Safety:** Recognise how psychological safety fosters trust and openness in intercultural interactions.
- **Discover Effective Communication Strategies:** Gain tools to communicate clearly and respectfully with individuals from diverse cultural backgrounds.
- **Plan and Implement Improvement Strategies:** Learn actionable steps to develop and enhance intercultural communication skills within your workplace or team.

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De-Escalation skills: Managing Aggression in the Workplace

NEW

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Conflict resolution,
Interpersonal skills,
Aggression

 30/60/90 minutes

[BOOK THIS SESSION](#)

Conflict is a natural part of any workplace, but when it escalates into aggression, it can severely disrupt teamwork, productivity, and organisational morale.

Aggressive behaviour, ranging from subtle micro-aggressions to overt outbursts, represents an ineffective and potentially destructive response that requires strategic management. Equipping employees with sophisticated skills to de-escalate aggression—whether from colleagues or external sources like customers—empowers them to handle challenging interactions with remarkable confidence and professional composure.

Through assertive communication, emotional regulation, and clear boundary-setting, employees can respond calmly and constructively, helping to defuse tension and prevent misunderstandings. This comprehensive approach not only protects interpersonal relationships but also promotes a respectful, collaborative work environment that values emotional intelligence and professional communication.

By teaching these nuanced de-escalation techniques, organisations create a safer, more harmonious workplace where employees are better prepared to manage external challenges and foster positive, productive interactions.

How participants will benefit

In this session, participants will:

- **Analyse psychological mechanisms triggering workplace aggression**, including stress responses and communication breakdowns.
- **Develop a framework** distinguishing passive, passive-aggressive, and active aggression with targeted intervention strategies.
- **Apply de-escalation strategies** across interactions with colleagues, clients, and external sources.
- **Implement evidence-based techniques** to respond to aggressive behaviours constructively and supportively.

Discovering Unconscious Bias

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

DEI, Psychological safety,
Interpersonal relationships

 30/60/90 minutes

[BOOK THIS SESSION](#)

In today's diverse workplace, unconscious biases can impact decision-making, team dynamics, and organisational culture.

This comprehensive session aims to help employees recognise, critically reflect on, and systematically reduce unintentional biases to foster a more inclusive, equitable, and high-performing work environment. Participants will gain deep awareness of how unconscious biases can subtly influence behaviour, interpersonal interactions, and strategic decisions. The training emphasises the transformative power of a growth mindset, developing cultural competence, and implementing conscious inclusion practises.

Through interactive exercises and evidence-based insights, employees will explore the psychological mechanisms behind bias formation. Participants will acquire practical, actionable tools to challenge their ingrained assumptions, develop more empathetic perspectives, and actively contribute to creating a workplace environment that values diversity, promotes fairness, and harnesses the collective potential of all team members.

How participants will benefit

In this session, participants will:

- **Deconstruct complex cognitive mechanisms** underlying unconscious bias, mapping psychological pathways that shape workplace perceptions.
- **Implement transformative self-reflection techniques** to uncover deeply embedded personal biases and challenge ingrained assumptions.
- **Develop sophisticated, evidence-based strategies** to systematically mitigate unconscious bias across interpersonal and organisational contexts.
- **Cultivate advanced inclusive leadership skills** that proactively create equitable, psychologically safe workplace environments.

Effective Communication

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Communication,
Relationships,
Collaboration,
Self-awareness

 30/60/90 minutes

[BOOK THIS SESSION](#)

Effective communication is a cornerstone of personal and professional success, enabling individuals to convey ideas, share information, and build strong relationships.

It encompasses verbal, non-verbal, and written skills, all of which play a crucial role in fostering understanding and connection. Active listening is equally vital, ensuring that communication is not just about expressing oneself but also about truly hearing and understanding others.

This session equips participants with the essential tools to enhance their communication abilities across all forms. By developing these skills, participants can contribute to a more cohesive, collaborative, and productive workplace. The session emphasises the importance of clarity, empathy, and adaptability in communication, helping individuals to navigate complex conversations, reduce misunderstandings, and strengthen team dynamics. By the end, attendees will be better prepared to foster meaningful connections and drive success through improved communication practices.

How participants will benefit

In this session, participants will:

- **Develop Active Listening Skills:** Master techniques to truly hear and understand others, fostering stronger connections and better communication.
- **Increase Self-Awareness:** Gain insights into their personality and communication tendencies to improve interactions with colleagues and teams.
- **Overcome Communication Barriers:** Identify common obstacles to effective communication and learn practical strategies to address them confidently.
- **Enhance Collaboration:** Discover how improved communication skills can lead to stronger team dynamics and a more cohesive, productive work environment.

Embracing Change

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Change, Optimism,
Coping, Self-awareness

 30/60/90 minutes

[BOOK THIS SESSION](#)

In recent years, many people have encountered significant change, and with the world becoming increasingly complex and the future more uncertain, the ability to cope with change has never been more important.

This session is designed to equip participants with key techniques to navigate constant change, offering valuable insights into the fundamentals of change management. By understanding common emotional reactions and the phases of change, participants will develop the awareness needed to respond thoughtfully rather than react impulsively. The session will also introduce strategies to cope with uncertainty and adapt constructively. Participants will learn how to embrace change as an opportunity for growth, build resilience, and develop a proactive mindset, all of which are critical for thriving in today's fast-paced, ever-changing environment.

In addition, participants will gain practical tools to manage their own responses to change and support others through transitions.

How participants will benefit

In this session, participants will:

- **Understand Change Psychology:** Exploring the deep connection between change and psychological well-being, examining how personal responses shape adaptability and resilience.
- **Better Navigate Change Phases:** Learning to recognise and effectively work through different stages of change, from initial resistance to acceptance and growth.
- **Develop Insights into Emotional Responses to Change:** Developing insights into typical reactions to change, building awareness of personal triggers and response patterns.
- **Build Adaptive Strategies:** Master practical techniques for managing uncertainty, fostering flexibility, and maintaining emotional balance during periods of transition.

Planning your Professional Growth

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Goal-setting,
Self-awareness,
Growth mindset

 30/60/90 minutes

[BOOK THIS SESSION](#)

Now more than ever, people have diverse career path options and need to understand the importance of devoting time and energy to plan their professional growth. In today's fast-paced, ever-evolving job market, individuals have more career options than ever before, making it essential to prioritise and plan their professional growth.

Identifying the right career path and making the necessary changes to achieve future goals can often feel overwhelming. However, with the right tools and strategies, navigating this process becomes more manageable.

This session will guide participants in using effective coaching tools to build a clear and compelling career vision, set SMART goals, and recognise their strengths and available resources. By focusing on personal development and aligning goals with values, participants will leave with a practical, actionable plan for their career journey. Whether considering a career change or simply looking to advance, this session will provide the insights needed to confidently map out the next steps toward professional success and fulfillment.

How participants will benefit

In this session, participants will:

- **Understand the significance of having a clear vision for professional growth** and how it guides career decisions and progress.
- **Begin developing their own personalised vision for the future**, considering their aspirations and values.
- **Learn the characteristics of effective goals**, such as being specific, measurable, achievable, relevant, and time-bound (SMART), and how to apply these principles.
- **Develop strategies to leverage personal strengths** and cultivate a growth mindset for continuous development.
- **Identify the key resources**, such as networks, skills, and tools, that will support their career goals and growth.

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Responding to Bullying and Harassment

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Psychological Safety,
Psychosocial hazards,
Respect, Communication

 30/60/90 minutes

[BOOK THIS SESSION](#)

Workplace bullying and harassment are serious issues that can severely impact employee morale, productivity, and overall well-being.

Addressing these problems is crucial for maintaining a positive work environment and ensuring that employees feel safe and respected. This session explores the psychological effects of bullying and harassment, emphasising the critical role bystanders play in creating a supportive and respectful workplace culture.

Participants will learn how to identify signs of bullying and harassment, develop proactive strategies to address these behaviours, and implement effective measures to prevent future incidents. They will also explore how to intervene constructively and support those affected.

By the end of the session, attendees will be empowered with the knowledge and tools needed to drive positive change, advocate for inclusivity, and foster a healthier, more supportive work environment for everyone.

How participants will benefit

In this session, participants will:

- **Recognise Inappropriate Behaviour:** Learn what constitutes bullying and harassment in the workplace to identify and address problematic behaviours.
- **Understand the Psychological Impact:** Explore how workplace harassment and bullying affect victims mentally, emotionally, and professionally, as well as the mindset of perpetrators.
- **Acknowledge the Bystander's Role:** Understand how bystanders contribute to or can break the cycle of harassment by taking action.
- **Identify Organisational Solutions:** Gain clarity on the processes and strategies organisations can implement to tackle harassment and foster a respectful environment.

Supporting Colleagues Through Difficult Times

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Support, Empathy,
Workplace well-being

 30/60/90 minutes

[BOOK THIS SESSION](#)

When a colleague faces a chronic illness, a serious diagnosis, or the loss of a loved one, the instinct to offer support is natural.

However, many people hesitate due to uncertainty about how to approach the situation and what to say. Research shows that working in a supportive environment can significantly aid individuals going through difficult times. This session teaches participants the basics of offering help effectively, including recognising behavioural signals of distress, using active listening techniques, and delivering compassionate, supportive messages.

By providing these practical tools, the session empowers individuals to create a more empathetic and supportive team culture. Attendees will leave with a clear understanding of how to extend genuine support, helping colleagues feel cared for and understood during challenging times. These simple, but powerful steps can make a lasting positive impact on workplace well-being and camaraderie.

How participants will benefit

In this session, participants will:

- **Understand Common Reactions to Traumatic Events:** Learn emotional, physical, and behavioural responses to trauma.
- **Recognise Signs of Anticipatory Grief and Distress:** Identify early indicators of grief and anxiety.
- **Understand the Importance of Communication and Develop Techniques for Engaging in Appropriate Conversations:** Explore how talking can aid in healing and provide the right approach.
- **Learn about the Process of Recovery:** Understand stages of healing and the need for patience.
- **Identify Strategies for Coping with Stress and Building Resilience:** Discover tools to manage stress and enhance emotional strength.

Understanding Microaggressions

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Inclusion,
Effective Communication,
Interpersonal relationships,
Decision making

 30/60/90 minutes

[BOOK THIS SESSION](#)

In today's rapidly evolving workplace, understanding and mitigating microaggressions is not just an ethical imperative but a strategic organisational necessity.

These subtle, often unconscious interactions can significantly erode team cohesion, psychological safety, and ultimately, organisational performance.

By addressing microaggressions proactively, forward-thinking organisations can transform workplace culture, enhance employee engagement, and unlock the full potential of diverse talent.

Our targeted training session provides leaders and teams with sophisticated, research-backed tools to recognise, interrupt, and prevent microaggressions. Participants will develop critical interpersonal skills that foster genuine inclusivity, strengthen communication, and cultivate a high-performance culture where every team member feels genuinely valued, respected, and empowered to contribute their best work.

How participants will benefit

In this session, participants will:

- **Decode the psychological mechanisms of microaggressions**, revealing their profound impact on workplace dynamics and team performance.
- **Develop sophisticated diagnostic skills** to identify subtle communication patterns that marginalise and undermine colleague experiences.
- **Master evidence-based intervention strategies** to interrupt and transform harmful interaction patterns proactively.
- **Cultivate a transformative inclusive leadership approach** that drives cultural change and organisational psychological safety.

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Virtual Presentation Mastery

Available modalities:

Instructional, Workshop and Pre-recorded

Key terms:

Hybrid workplace, Engagement, Digital tools, Presentation skills

 30/60/90 minutes

[BOOK THIS SESSION](#)

Presenting in virtual meetings demands a unique set of skills to connect and communicate effectively in an online environment.

This session empowers participants to overcome virtual barriers, such as distractions, limited non-verbal cues, and technical challenges. Attendees will learn to deliver engaging, impactful presentations that hold attention and inspire action.

From mastering tone and body language on camera to leveraging digital tools for visual impact, this training provides techniques for creating interactive experiences. Participants will also explore strategies to foster engagement, manage Q&A sessions confidently, and ensure clarity of message.

Presenting virtually can be challenging due to the lack of in-person interaction and real-time feedback, but with the right tools, you can turn those challenges into opportunities. Whether leading a small meeting or addressing a large audience, this session equips you to shine on screen and make every virtual presentation a success.

How participants will benefit

In this session, participants will:

- **Professional Virtual Presence:** Build confidence in delivering professional and compelling presentations in any online environment.
- **Overcome Digital Barriers:** Understand how to tackle common challenges in virtual presentations, ensuring clarity and engagement.
- **Engaging Virtual Presentations:** Learn practical strategies to captivate your audience, keeping them focused and interested throughout virtual meetings.
- **Effective Communication Techniques:** Master the use of tone, body language, and camera positioning to deliver clear, impactful messages.
- **Confidence in Q&A Sessions:** Develop skills to manage questions and discussions confidently, even in virtual settings.

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Work Smart, Achieve More

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Time management,
Delegation,
Work-life balance

 30/60/90 minutes

[BOOK THIS SESSION](#)

Time management is a skill that many individuals struggle to master, often leading to feelings of being overwhelmed and stressed, even as the to-do list grows longer.

However, effective time management is crucial for not only completing tasks but also feeling accomplished and in control at the end of a busy day. This session will provide participants with a clear understanding of the time management process and the key traits that effective time managers possess. They will learn how to prioritise tasks based on urgency and importance, and how to delegate tasks effectively to others, ensuring a more organised and productive workday.

Additionally, participants will explore how to communicate delegation requests clearly to avoid misunderstandings and ensure successful task completion. By the end of the session, attendees will have practical tools and techniques to take control of their time and increase their productivity.

How participants will benefit

In this session, participants will:

- **Master Time Management Skills:** Gain a deeper understanding of the key principles behind effective time management and how to apply them daily.
- **Identify Key Traits of Successful Time Managers:** Discover the characteristics and habits that define highly effective time managers and how to adopt them.
- **Prioritise Tasks for Maximum Impact:** Learn strategies to prioritise important tasks and events, ensuring you focus on what truly matters.
- **Leverage Delegation and Set Boundaries:** Explore the power of delegation, how to communicate it effectively, and the importance of setting boundaries to manage workloads.

Developing a Growth Mindset

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Optimism,
Resilience,
Mindset

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR EMPLOYEES

Cultivating a growth mindset within the workplace plays a pivotal role in unlocking potential and propelling professional growth.

This session empowers participants to embrace challenges, view setbacks as opportunities, and develop a passion for continuous learning and improvement. Through engaging discussions and practical exercises, participants will explore the key principles of a growth mindset and its impact on success.

They will gain effective strategies to shift from fixed to growth-oriented thinking, build resilience, and enhance their adaptability in dynamic work environments. Participants will also learn actionable approaches to foster a culture of learning within their teams, encouraging collaboration and innovation. By the end of this session, attendees will be equipped to embrace personal and professional growth, develop a proactive attitude toward challenges, and inspire others to adopt a mindset that thrives on possibility and progress.

How participants will benefit

In this session, participants will:

- **Understand the Benefits of a Growth Mindset:** Explore how adopting this perspective can positively impact professional development and unlock potential.
- **Recognise Triggers for a Fixed Mindset:** Identify common scenarios that hinder progress and learn techniques to shift towards a growth-oriented approach.
- **Adopt a 'Yet' Attitude:** Discover the power of adding "yet" to reframe limitations into opportunities for learning and continuous improvement.
- **Navigate Challenges effectively:** Gain practical strategies to approach obstacles with confidence, adaptability, and proactive problem-solving skills.

 [BACK](#)

Fostering a Sense of Belonging

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Inclusion,
Team cohesion,
Culture

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR EMPLOYEES

In today's complex workplace environment, the human need for affiliation and belonging stands as a fundamental driver of organisational success.

This transformative workshop explores how workplace belonging shapes employee behaviours, beliefs, and performance outcomes. Drawing from compelling research, including Harvard Business Review findings, we examine how strong workplace connections can increase job performance by 56%, reduce turnover risk by 50%, and decrease sick days by 75%. Participants will discover how employees with a genuine sense of belonging are 3.5 times more likely to achieve their full potential.

Through interactive learning and practical exercises, attendees will gain evidence-based strategies for fostering inclusive environments, enhancing team connection, and building cultures where every individual can thrive. This session equips leaders and team members with tools to create meaningful workplace connections that drive both personal and organisational success.

How participants will benefit

In this session, participants will:

- **Understanding Belonging's Fundamentals:** Explore the psychological foundations of belonging, examining how this essential human need drives workplace behaviour and influences organisational success.
- **Developing Personal Connection Strategies:** Master practical techniques for building authentic workplace relationships and fostering inclusive environments that enhance team dynamics.
- **Building Organisational Belonging:** Learn to implement systematic approaches to cultivating workplace belonging, including leadership practises and cultural initiatives that create sustainable, inclusive environments.

[← BACK](#)

Giving and Receiving Feedback

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Growth mindset,
Self-reflection,
Communication,
Feedback

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR EMPLOYEES

Performance appraisals provide an essential opportunity for employees to reflect on their achievements and set meaningful intentions for their professional development. These reviews are not only a time to celebrate successes but also to identify areas for growth and improvement. Despite their importance, performance appraisals can often be met with apprehension by both managers and employees.

In this session, participants will explore the positive aspects of appraisals and understand the common reasons for resistance. They will gain insights into why feedback is critical to growth, learn the importance of self-compassion in receiving feedback, and discover practical strategies for giving and receiving feedback constructively. By the end of the session, participants will be equipped with tools to approach performance appraisals confidently and with a growth mindset, fostering stronger communication and a culture of continuous improvement within their teams.

How participants will benefit

In this session, participants will:

- **Understand the significance of feedback** and the common reasons it is dreaded by both managers and employees.
- **Identify irrational beliefs** that hinder the ability to receive feedback constructively and positively.
- **Explore the differences between a fixed mindset and a growth mindset** and their impact on feedback reception.
- **Learn practical strategies for giving feedback** in a way that is both constructive and fosters a positive, growth-oriented response.

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Inclusion Matters

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Inclusion,
Psychological safety,
Communication, Cohesion

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR EMPLOYEES

An essential first step in any diversity, equity, and inclusion (DE&I) program is cultivating inclusion as a mindset.

Developing an attitude that embraces all individuals and fosters a sense of belonging is critical to organisational success. Inclusive team members actively contribute to creating a safe and supportive work environment where everyone feels valued and can bring their authentic selves. In this session, participants will explore the importance of an inclusive workplace, delving into the benefits, complexities, and barriers that can hinder inclusivity.

They will also learn practical actions that can be taken to overcome these challenges and create a truly inclusive environment. By the end of the session, participants will have a deeper understanding of what it means to be an ally and will leave with actionable strategies for fostering inclusivity and driving positive change within their organisation.

How participants will benefit

In this session, participants will:

- **Discover how positive, inclusive relationships enhance productivity** and create a supportive work environment for all team members.
- **Understand the importance of psychological safety** and how to implement inclusive practices that ensure respect and value for everyone.
- **Identify common barriers to inclusivity**, such as bias, resistance, communication styles, and representation, and learn strategies to address them.
- **Learn how to support and practise allyship**, fostering an inclusive culture where colleagues feel seen, heard, and valued.

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Recognition in the Workplace

Available modalities:

Instructional, Workshop, and Pre-recorded

Key terms:

Communication, Self-awareness, Cohesion, Employee engagement

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR EMPLOYEES

Recognition—the open acknowledgment and praise of behaviour or achievement—is a fundamental human need that greatly influences motivation and well-being.

When employees feel genuinely recognised, it fosters a positive work environment, improving engagement, productivity, morale, and company loyalty. Employee engagement surveys consistently show that sincere recognition is one of the most powerful tools to boost workplace satisfaction and performance. In this session, participants will explore the importance of recognition and learn practical strategies to incorporate it into daily interactions.

They will build a personal toolbox for recognising the efforts of their colleagues and, equally important, themselves. By the end of the session, participants will understand the different forms of recognition and how to tailor it to meet the diverse needs of their team, creating a culture of appreciation that drives success and fosters a more connected, motivated workforce.

How participants will benefit

In this session, participants will:

- **Understand the importance of recognition in the workplace** and its impact on motivation, engagement, and morale.
- **Learn strategies for giving meaningful recognition** to colleagues, leaders, and oneself to foster a culture of appreciation.
- **Discover the key aspects of recognition** and how to become a “recognition champion” within the organisation.
- **Identify both internal and external tools for recognising achievements** and fostering an environment where recognition is consistently practised.

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Respect in the Workplace

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Psychological Safety,
Communication,
Cohesion, Work culture

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR EMPLOYEES

Employees expect a work environment where they are treated with respect, their ideas and opinions are valued, and they feel safe, supported, and empowered.

A respectful workplace fosters trust, collaboration, and inclusivity, all of which are essential for team success and individual well-being. This session is designed to provide participants with the tools and skills to communicate with respect, embrace workplace diversity, and address concerns constructively. Attendees will explore effective strategies for building positive relationships and creating a culture where everyone feels heard, valued, and included.

By the end of the session, participants will be equipped with practical techniques to foster a more harmonious, productive, and respectful work environment. They will leave with the confidence to promote inclusivity and mutual respect, contributing to a workplace where all employees can thrive and achieve their full potential.

How participants will benefit

In this session, participants will:

- **Define Healthy and Acceptable Behaviours:** Understand what constitutes respectful, professional conduct and identify behaviours that are harmful or inappropriate in the workplace.
- **Promote a Positive and Inclusive Work Environment:** Learn actionable strategies to create an inclusive atmosphere where all employees feel valued and respected.
- **Address Inappropriate Behaviour Assertively:** Gain skills to confidently handle inappropriate conduct, ensuring that all interactions align with organisational values.
- **Know Available Support Systems:** Explore the resources and support mechanisms in place to address concerns and provide assistance to those impacted.

 **BACK**

Personal Well-being



Balance not Burnout

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Burnout, Well-being,
Time Management,
Work-life balance

 30/60/90 minutes

[BOOK THIS SESSION](#)

Chronic stress, when unmanaged, can lead to burnout—an emotional and physical exhaustion that makes individuals feel detached and overwhelmed.

Often building up unnoticed, burnout can have serious long-term effects, hindering both personal and professional well-being. In today's fast-paced world, it's more important than ever to understand how to manage stress and prevent burnout before it takes root.

This session will help participants recognise the signs of excessive pressure and develop strategies for creating a balanced life. By exploring tools for stress management, mindfulness, and healthy coping mechanisms, attendees will learn how to take proactive steps toward managing stress and preserving their mental health. With the right awareness and tools, individuals can avoid burnout, promote resilience, and sustain high performance both at work and in personal life.

How participants will benefit

In this session, participants will:

- **Understand Burnout and Its Causes:** Learn what burnout is and how it develops over time due to excessive stress.
- **Identify Risk Factors for Burnout:** Recognise the key factors that contribute to burnout and how to spot them early.
- **Spot the Signs and Stages:** Learn to identify the physical, emotional, and behavioural signs of burnout.
- **Protect Yourself from Burnout:** Explore healthy coping strategies to safeguard your well-being and prevent burnout.
- **Practise Well-being Exercises:** Engage in practical exercises that enhance resilience and reduce stress.

Discovering the Power of Self-Awareness

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Self-awareness,
Reflection, Optimism,
Growth Mindset

 30/60/90 minutes

[BOOK THIS SESSION](#)

Self-awareness is a key component of personal and professional success.

It allows individuals to make informed decisions, build meaningful relationships, and navigate life's challenges with clarity. This session will delve into the concept of self-awareness, offering tools and insights to help participants explore their own identity and motivations. By understanding their strengths, weaknesses, and emotional triggers, individuals can improve their decision-making, communication, and overall emotional intelligence.

Participants will learn how to use self-awareness to develop more effective strategies for tackling obstacles, seizing opportunities, and building a sense of purpose. Through practical exercises and reflective practises, attendees will leave with a deeper understanding of themselves and a renewed sense of confidence to face life's adventures with greater resilience and authenticity.

How participants will benefit

In this session, participants will:

- **Understand the Power of Self-Awareness:** Discover how self-awareness influences your decisions, relationships, and life experiences.
- **Explore Your Personal Identity:** Dive into your values, passions, and dreams to understand what drives you.
- **Identify Strengths and Growth Areas:** Recognise your unique strengths and areas where personal growth is needed.
- **Engage in Self-Reflection:** Participate in activities that promote self-reflection and foster deeper personal understanding.

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Foundations of Well-being: Building Resilience and Balance for Everyone

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Resilience,
Well-being, Optimism,
Growth Mindset

 30/60/90 minutes

[BOOK THIS SESSION](#)

In our busy lives, it's easy to get caught up in daily demands and forget what truly matters—our well-being. It's not just about avoiding illness or managing stress; it's about thriving in every aspect of life.

True well-being encompasses mental and physical health, financial security, strong relationships, and a sense of community. In this engaging session, we'll dive deep into how these elements interact and influence each other, helping you build a more balanced, resilient, and fulfilling life.

Join us as we uncover the keys to flourishing in ways that last!

How participants will benefit

In this session, participants will:

- **Uncover the secrets to thriving** in every area of life—mental, physical, financial, and social well-being.
- **Gain actionable strategies** to build unshakable mental resilience and emotional strength.
- **Transform your environment and community** into sources of positivity and growth.
- **Harness powerful mindfulness and self-care techniques** to banish stress, sharpen focus, and unlock lasting peace and balance.

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Life Beyond Digital Devices

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Work-life Balance,
Burnout, Stress,
Well-being

 30/60/90 minutes

[BOOK THIS SESSION](#)

In our hyper-connected working world, constant digital engagement can be both a blessing and a curse.

The pressures of staying “plugged in” 24/7 are leading many people to experience stress, burnout, insomnia, and anxiety. This session will explore the impact of digital overload on mental health and overall well-being, providing insight into how continuous connectivity affects productivity and personal life.

Participants will learn practical strategies for reclaiming work-life balance by setting boundaries, managing technology use, and developing healthy digital habits. Through hands-on exercises, attendees will explore ways to unplug both digitally and mentally, creating space for rest, relaxation, and self-care. The goal is to equip participants with tools to navigate the digital world in a way that enhances their productivity without sacrificing their health, happiness, or emotional well-being.

How participants will benefit

In this session, participants will:

- **Understand the Impact of Constant Connectivity:** Learn about the psychological toll of being “always on” and its effects on your mental health.
- **Discover Strategies to Unplug:** Gain practical methods to disconnect digitally and mentally for improved well-being.
- **Reclaim Work-Life Balance:** Explore ways to manage your digital habits and restore balance between work and life.
- **Prioritise Mental Health:** Implement techniques to improve your mental health and maintain healthier digital boundaries.

Overcome Imposter Syndrome

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Anxiety, Self-doubt,
Performance,
Well-being, Optimism

 30/60/90 minutes

[BOOK THIS SESSION](#)

Imposter syndrome is a psychological pattern where individuals doubt their abilities, fearing they'll be exposed as a "fraud."

It often prevents employees from performing at their best and maintaining a positive self-image. This session will address the causes and effects of imposter syndrome, offering valuable insights into how it impacts both professional performance and personal well-being. Participants will learn how to recognise the signs of self-doubt and develop strategies to combat the inner critic that fuels imposter feelings.

Attendees will explore techniques to build confidence, embrace their achievements, and silence self-sabotaging thoughts. By fostering greater self-awareness and understanding, this session will help individuals reclaim their sense of value and self-worth, empowering them to perform at their highest potential without fear of inadequacy.

How participants will benefit

In this session, participants will:

- **Understand Imposter Syndrome:** Learn what imposter syndrome is and how it impacts your self-esteem and confidence.
- **Recognise the Causes of Self-Doubt:** Identify what triggers imposter feelings and how to address them.
- **Overcome the Inner Critic:** Gain strategies to silence your inner critic and embrace your successes.
- **Build Confidence:** Learn how to acknowledge your achievements and cultivate a stronger sense of self-worth.

Recover from Compassion Fatigue

Available modalities:

Instructional, and
Pre-recorded

Key terms:

Stress, Well-being,
Self-Care, Trauma

 30/60/90 minutes

[BOOK THIS SESSION](#)

Compassion is vital for supporting others, but when self-care is neglected, it can lead to emotional burnout.

This session will delve into the concept of compassion fatigue, where the emotional toll of caring for others diminishes one's well-being. Participants will learn how to recognise the signs of compassion fatigue and adopt strategies to protect their emotional health while continuing to offer support.

Key topics will include setting boundaries, prioritising self-care, and sustaining personal well-being to prevent burnout. Using the "well-being wheel," which incorporates physical, emotional, and mental health, attendees will gain insights into balancing care for others with self-care, ensuring long-term sustainability in both personal and professional life. This session equips participants with practical tools to nurture themselves without sacrificing their ability to help those around them.

How participants will benefit

In this session, participants will:

- **Recognise Triggers for Compassion Fatigue:** Identify the emotional triggers that lead to burnout from caring for others.
- **Examine Their Emotional Responses:** Understand how you emotionally respond in high-stress caregiving situations.
- **Develop Stress-Relief Strategies:** Learn techniques such as meditation and deep breathing to manage high-stress levels.
- **Take Control of Their Well-being:** Evaluate areas of their life that need improvement and implement strategies to prevent compassion fatigue.

Self-Care Toolkit

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Self-Care, Work-life
Balance, Energy,
Well-being

 30/60/90 minutes

[BOOK THIS SESSION](#)

In today's demanding environment, many people neglect their own self-care routines, which can negatively impact their overall well-being.

It's more crucial than ever to focus on maintaining personal mental health, energy, and work-life balance. This session will introduce the concept of the 'well-being wheel,' a holistic approach to self-care that encompasses physical, emotional, and mental health. Participants will learn strategies for maintaining a balanced life, including how to integrate mindfulness, energy management, and stress reduction into their daily routines.

By reflecting on personal well-being, attendees will discover new perspectives and techniques to build a sustainable self-care routine. This session provides actionable steps to enhance resilience, improve focus, and foster a deeper sense of satisfaction in both personal and professional lives.

How participants will benefit

In this session, participants will:

- **Assess Their Well-being:** Identify the key areas of well-being in their life using the "well-being wheel."
- **Explore Self-Care Strategies:** Discover a range of strategies to care for their physical, emotional, and mental health.
- **Build a Sustainable Plan:** Create a personalised self-care plan that suits their lifestyle and goals.
- **Maintain Your Well-being:** Learn how to sustain their self-care plan for long-term health and happiness.

Setting Healthy Boundaries

Available modalities:

Instructional, and
Pre-recorded

Key terms:

Self-Care, Work-life
Balance, Well-being,
Communication

 30/60/90 minutes

[BOOK THIS SESSION](#)

Balancing work, family, and personal time often feels challenging, especially when competing demands create stress.

This session will help participants identify practical strategies for setting healthy boundaries to manage personal, family, and work responsibilities effectively. By learning to prioritise tasks, communicate expectations, and say “no” when needed, participants can prevent burnout and reduce stress.

The session will also explore the importance of time management, self-care, and creating time for personal rejuvenation. Attendees will gain tools to better navigate the complexities of daily life, fostering a more balanced, satisfying approach to both work and home life. Participants will leave with actionable techniques to set boundaries, reduce feelings of being overwhelmed, and achieve greater satisfaction across all areas of their lives.

How participants will benefit

In this session, participants will:

- **Understand the Importance of Balance:** Learn what work-life balance means and why it’s essential for your overall well-being.
- **Identify Work-Life Imbalances:** Recognise the factors that are throwing you off balance and adding unnecessary stress.
- **Implement Time Management Techniques:** Discover how to effectively manage multiple responsibilities and reduce stress.
- **Develop a Balanced Action Plan:** Create an actionable plan to prioritise, delegate, and communicate to achieve a better work-life balance.

Tackling Loneliness

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Self-Care, Work-life
Balance, Well-being,
Communication

 30/60/90 minutes

[BOOK THIS SESSION](#)

Loneliness is often a signal that a person is yearning for deeper connections, yet it can persist even when surrounded by others.

This session will explore the multifaceted nature of loneliness, helping participants understand its psychological, emotional, and social dimensions. Attendees will learn strategies to overcome isolation, strengthen their relationships, and cultivate meaningful connections.

By addressing the underlying causes of loneliness, participants will discover how to build authentic connections with others, moving from solitude to a greater sense of belonging. This session offers valuable insights into developing the skills necessary to combat feelings of isolation and build supportive, fulfilling relationships in both personal and professional contexts.

How participants will benefit

In this session, participants will:

- **Understand Loneliness vs. Solitude:** Learn how to differentiate between moments of solitude and persistent loneliness.
- **Recognise Early Signs of Loneliness:** Identify the early signs of prolonged loneliness and take proactive steps to address it.
- **Address the Emotional Impact:** Understand how loneliness affects mental and emotional well-being and how to heal.
- **Build Meaningful Connections:** Gain strategies to foster genuine relationships and overcome isolation.

Mental Well-being



Calming the Anxious Mind

Available modalities:

Instructional, and
Pre-recorded

Key terms:

Anxiety, Well-being,
Self-care, Toolkit

 30/60/90 minutes

[BOOK THIS SESSION](#)

Anxiety is one of the most prevalent mental health challenges, yet many individuals hesitate to seek help due to stigma, misinformation, or a belief that it's untreatable.

Anxiety manifests differently for everyone, with varying symptoms and triggers, but its impact on mental, emotional, and physical well-being is significant and far-reaching. This session offers a comprehensive understanding of anxiety, its root causes, and how it affects daily life.

Participants will learn actionable strategies to manage anxious thoughts, reduce stress, and regain control. With a focus on self-care, emotional resilience, and calming techniques, attendees will leave equipped to address anxiety effectively and foster a more balanced and fulfilling life. By demystifying anxiety and providing empowering tools, this session helps participants break barriers, seek support, and build lasting emotional strength and confidence.

How participants will benefit

In this session, participants will:

- **Define Anxiety and Symptoms:** Gain a clear understanding of anxiety, its symptoms, and how it manifests in daily life.
- **Identify Triggers:** Explore personal anxiety triggers and recognise patterns that may increase stress.
- **Circle of Control:** Learn how to differentiate between what is within your control and what isn't, empowering better focus.
- **Self-Care Toolkit:** Develop practical self-care tools to calm the anxious mind and foster emotional resilience.
- **Action Plan:** Create a personalised plan to effectively manage and cope with anxiety over time.

Creating a Culture of Support: Suicide Prevention in the Workplace

Available modalities:

Instructional, Workshop
and Pre-recorded

Key terms:

Suicide,
Peer-to-peer support,
Crisis management,
Stigma

 30/60/90 minutes

[BOOK THIS SESSION](#)

Suicide and self-harm represent critical mental health challenges that demand compassionate, informed dialogue.

Despite the profound impact on individuals and communities, these topics remain shrouded in silence and misunderstanding. This comprehensive session breaks through barriers of stigma, offering participants a nuanced, evidence-based approach to understanding complex emotional struggles. Attendees will gain sophisticated insights into the psychological underpinnings of suicide and self-harm, learning to recognise subtle warning signs and develop meaningful, supportive communication strategies.

Through expert-guided instruction, participants will acquire practical crisis intervention tools, emotional support techniques, and resources for professional guidance. By cultivating a culture of empathy, understanding, and proactive care, this training empowers individuals to create safer, more supportive environments that can potentially save lives and promote mental wellness.

How participants will benefit

In this session, participants will:

- **Learn About Suicide and Risk Factors:** Understand the complexities of suicide, self-harm behaviours, and associated risk and protective factors.
- **Tackle Stigma:** Demystify taboo topics and discover ways to address societal stigma and encourage open conversations.
- **Helping in Crisis:** Develop practical skills to assist someone in crisis while maintaining awareness of your role and limits.
- **Self-Care Strategies:** Learn essential self-care techniques and explore additional resources to maintain personal well-being.

Creating a Resilient Mindset

Available modalities:

Instructional, and
Pre-recorded

Key terms:

Resilience,
Mindset, Optimism,
Growth Mindset

 30/60/90 minutes

[BOOK THIS SESSION](#)

Resilience represents a transformative mental framework crucial for navigating complex personal and professional landscapes.

In today's rapidly evolving world, individuals constantly face unprecedented challenges that demand psychological flexibility and emotional strength. This dynamic session delves deep into the art and science of building robust resilience, exploring how personal perceptions of failure, vulnerability, and adversity directly impact one's ability to thrive. Participants will uncover powerful strategies for reframing mental obstacles, transforming limiting beliefs, and developing a growth-oriented mindset.

Through expert-guided insights, attendees will learn to understand their unique psychological patterns, identify internal barriers, and cultivate practical techniques for maintaining emotional equilibrium. By embracing vulnerability as a strength and failure as a learning opportunity, individuals can unlock extraordinary potential for personal development, adaptability, and sustained success.

How participants will benefit

In this session, participants will:

- **Harness the Power of Vulnerability:** Understanding how vulnerability can help reframe failure and build emotional strength.
- **Discover Learning Through Adversity:** Perceive challenges as opportunities for growth and personal development.
- **Tackle Limiting Beliefs:** Address negative thought patterns and transform them into positive, productive outlooks.
- **Embrace Fear and Risks:** Understand how to confront fear constructively and take calculated risks confidently.

Demystifying Counseling

Available modalities:

Instructional, Workshop
and Pre-recorded

Key terms:

Mental Well-being,
Stigma, Awareness,
Mental Health

 30/60/90 minutes

[BOOK THIS SESSION](#)

Counseling can often feel intimidating, shaped by stigma and misconceptions. This workshop is designed to help your team view counseling as a valuable and approachable resource for mental well-being, breaking down barriers and building understanding.

Participants will gain clarity on the counseling process, from what to expect in sessions to exploring different therapeutic approaches and their benefits. We'll address common myths, ease fears, and demonstrate how counseling strategies can be applied to tackle workplace and personal challenges.

By the end of the session, participants will feel confident in recognising counseling as a powerful tool to enhance mental health and resilience. This workshop provides practical insights and a supportive perspective, making it an ideal offering to promote well-being and foster a healthier, more productive team environment.

How participants will benefit

In this session, participants will:

- **Break Barriers, Build Confidence:** Demystify counseling with a clear step-by-step understanding, shattering misconceptions and reducing stigma.
- **Harness Counseling for Growth:** Unlock powerful tools to conquer stress, strengthen resilience, and fuel personal and professional success.
- **Find Your Perfect Match:** Learn how to confidently select a counselor who truly aligns with your goals and values.
- **Transform Everyday Challenges:** Master practical counseling techniques to tackle stress and enhance well-being in your daily life.

Discovering the World of Emotional Intelligence

Available modalities:

Instructional, and
Pre-recorded

Key terms:

EQ, Emotional Intelligence,
Self-Awareness,
Communication, Motivation

 30/60/90 minutes

[BOOK THIS SESSION](#)

Emotional intelligence (EQ) is a cornerstone of effective communication, collaboration, and leadership.

This transformative session offers a comprehensive exploration of emotional intelligence, diving deep into the sophisticated interplay between cognitive processes and emotional dynamics. Participants will discover groundbreaking strategies for developing heightened self-awareness, mastering emotional regulation, and cultivating profound empathy. Through expert-guided insights, attendees will learn to decode the intricate neurological mechanisms underlying emotional responses, transforming potential workplace challenges into opportunities for meaningful connection and collaborative growth.

By understanding the delicate balance between rational thought and emotional intelligence, participants will acquire powerful tools to navigate interpersonal complexities, resolve conflicts constructively, and create environments of psychological safety and mutual understanding. The result is a holistic approach to personal development that unlocks extraordinary potential for leadership, communication, and professional success.

How participants will benefit

In this session, participants will:

- **Learn the Fundamentals of Emotional Intelligence:** its role in personal and professional success.
- **Understand the Emotional Brain's Impact:** Explore how emotions shape behaviour and decision-making in various situations.
- **Explore Improving EQ:** Develop strategies to enhance self-awareness, self regulation, and empathy.
- **Develop Communication Skills:** Discover techniques to improve emotional connection and reduce miscommunication.
- **Discover Mindfulness Tools:** Practise breathing exercises and mindfulness strategies to stay present and calm.

 [BACK](#)

Effective Stress Management

Available modalities:

Instructional, and
Pre-recorded

Key terms:

Stress, Self-Awareness,
Toolkit, Well-being

 30/60/90 minutes

[BOOK THIS SESSION](#)

Stress has emerged as a pervasive modern challenge, silently undermining individual and organisational well-being with profound physiological and psychological consequences.

This comprehensive session offers a sophisticated exploration of stress dynamics, unraveling the complex mechanisms that transform pressure into potential health risks. Participants will gain cutting-edge insights into the intricate interactions between stress responses, emotional regulation, and systemic health.

Through expert-guided analysis, attendees will discover advanced strategies for identifying personal stress triggers, implementing targeted intervention techniques, and developing a holistic approach to resilience. By understanding the nuanced relationship between mental and physical stress responses, individuals will learn to transform potential burnout into opportunities for growth, balance, and sustained performance. The result is a transformative approach to managing stress that empowers participants to cultivate robust emotional intelligence and long-term well-being.

How participants will benefit

In this session, participants will:

- **The Science of Stress:** Learn how stress affects the body and mind, leading to mental and physical health challenges.
- **Recognising Triggers:** Identify your personal stressors and understand their impact on your well-being.
- **Responding vs. Reacting:** Gain techniques to pause, assess, and respond thoughtfully rather than reacting impulsively to stress.
- **Stress-Busting Strategies:** Discover practical, actionable methods to release stress and promote relaxation, improving overall mental health.

Healthy Mind Toolkit

Available modalities:

Instructional, Workshop
and Pre-recorded

Key terms:

Mental Health, Well-being,
Self-care, Resilience,
Toolkit, Optimism

 30/60/90 minutes

[BOOK THIS SESSION](#)

Mental health and well-being are fundamental pillars of personal resilience, yet often overlooked in our hyperconnected, performance-driven world.

This transformative session challenges the misconception that mental wellness is only relevant during crisis, instead presenting a proactive approach to psychological self-care. Participants will explore the intricate connections between emotional balance, personal effectiveness, and holistic health. Through engaging, evidence-based strategies, attendees will learn to recognise early signs of mental strain, develop robust coping mechanisms, and create personalised frameworks for sustained psychological wellness.

By understanding the profound impact of mental health on overall life quality, individuals will gain powerful tools to navigate adversity, manage stress, and cultivate emotional resilience. The session empowers participants to prioritise their mental well-being, transforming potential vulnerabilities into strengths and creating a foundation for long-term personal growth and fulfillment.

How participants will benefit

In this session, participants will:

- **Optimising Mental Health:** Discover effective strategies to enhance mental health, resilience, and overall well-being, ensuring you thrive in daily life.
- **Managing Adversity:** Learn how to effectively navigate life's changes and challenges by adopting a positive and growth-focused mindset.
- **Stress Management:** Practise practical tools to manage stress, reduce anxiety, and maintain a healthy balance between personal and professional demands.
- **Building Strategies:** Develop long-term strategies to cultivate sustained mental health, well-being, and personal growth for lasting resilience.

Staying Optimistic

Available modalities:

Instructional, and
Pre-recorded

Key terms:

Optimism, Mindset,
Self-Awareness,
Emotional Intelligence

 30/60/90 minutes

[BOOK THIS SESSION](#)

Our minds generate approximately 60,000 thoughts daily, with research revealing that 75% lean towards negativity - a primitive survival mechanism deeply rooted in our psychological architecture.

Studies demonstrate that chronic negative thinking can increase mental health risks by up to 60%, impacting emotional well-being and personal effectiveness. With 65% of individuals struggling to manage persistent negative thoughts, understanding their origin becomes crucial. This transformative session bridges scientific insights and practical strategies, offering participants evidence-based techniques to interrupt and reshape destructive cognitive patterns.

Through engaging exercises, attendees will explore the neuroscience of thought generation, learning sophisticated methods to transform unhelpful mental narratives into constructive, empowering perspectives. Participants will gain powerful tools to challenge unhealthy thinking habits, cultivate mental resilience, and develop a more balanced approach to internal dialogue.

How participants will benefit

In this session, participants will:

- **Identify Causes of Negative Thoughts:** Understand the causes and patterns that fuel negative thinking; including past experiences and mental habits.
- **Break the Cycle:** Learn to apply proven techniques to shift from negative to positive thinking, fostering a healthier mindset.
- **Understand the Importance of Help:** Recognise when negative thoughts become persistent and acknowledge the importance of seeking professional support.
- **Explore Various Resources:** Including therapy, support groups, and self-help tools, to support long-term mental health and personal growth.

Understanding Emotional Triggers

Available modalities:

Instructional, and
Pre-recorded

Key terms:

Emotional Intelligence,
Resilience,
Peer-to-peer support

 30/60/90 minutes

[BOOK THIS SESSION](#)

Emotional triggers are deeply personal and can disrupt resilience, productivity, and relationships when left unmanaged.

This session equips participants with the tools to identify their emotional triggers, understand the root causes of their responses, and develop practical strategies to navigate challenging situations. Attendees will learn to recognise patterns in their emotional reactions, gaining insight into how these responses influence decision-making, communication, and well-being. They will explore techniques to prepare for and recover from emotionally charged events, building tools to manage triggers constructively.

Beyond personal development, this session emphasises the importance of supporting others by fostering empathy, understanding, and collaboration. Participants will discover how addressing emotional triggers effectively can enhance resilience, strengthen connections with colleagues, and contribute to a more compassionate and emotionally intelligent workplace culture.

How participants will benefit

In this session, participants will:

- **Discover the Impact of Triggers:** Learn how emotional triggers can significantly impact thoughts, behaviours, and personal resilience, affecting both mental and physical well-being.
- **Understand the Importance of Support:** Recognise the benefit of reaching out for professional or personal help when dealing with intense emotional reactions, and the benefits of support in emotional regulation.
- **Be Better Equipped to Support Others:** Recognise when a colleague or peer is emotionally triggered and explore effective, empathetic ways to offer support without judgement.
- **Foster Empathy:** Learn strategies to cultivate a compassionate, understanding environment where emotional challenges are addressed in a constructive, supportive manner.

Mental Health - Recognise and Respond

Available modalities:

Instructional, Workshop
and Pre-recorded

Key terms:

Mental Health,
Well-being, Peer-Support,
Awareness, Stigma

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR EMPLOYEES

Normalising mental health conversations has become a critical imperative in creating compassionate, supportive workplace environments.

This transformative session bridges the gap between awareness and action, providing participants with nuanced, practical strategies for understanding and supporting colleagues' psychological well-being. Attendees will explore sophisticated yet approachable techniques for recognising subtle signs of mental health struggles, developing compassionate communication skills, and dismantling long-standing workplace stigmas.

Through interactive learning, participants will gain valuable insights into fostering genuine, supportive dialogues that prioritise human dignity and mutual understanding. By equipping team members with empathetic intervention strategies, this session empowers individuals to cultivate a culture of genuine care, mutual respect, and psychological safety where every person feels valued, understood, and supported in their professional and personal journey.

How participants will benefit

In this session, participants will:

- **Understand the Significance of Mental Health:** Its impact on workplace culture and well-being.
- **Learn About Mental Health Conditions:** Their symptoms, and their effects on individuals.
- **Recognise Concerns:** Identify early signs of mental health issues in colleagues to offer timely support.
- **Be Better Equipped to Support Others:** Discover how to support peers and encourage them to seek help when needed.
- **Discover Crisis Response:** Learn the steps to take when a colleague is in immediate need of mental health support.

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Breaking Free: Strategies for Overcoming Modern Tobacco and Vaping Challenges

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Smoking, Vaping, Habit
Breaking, Habit Forming

 30/60/90 minutes

[BOOK THIS SESSION](#)

Quitting tobacco today presents modern challenges, including the rise of vaping, social pressures, and easy access to nicotine products.

These factors make the cessation process more complex. This workshop provides participants with powerful psychological strategies to help individuals overcome these obstacles and achieve lasting change.

Through interactive discussions and hands-on exercises, attendees will delve into the psychology of motivation, habit formation, and the triggers that fuel tobacco and vaping behaviours. They will learn how to cultivate intrinsic motivation and apply cognitive-behavioural techniques to empower individuals to quit successfully.

By the end of this session, participants will walk away with a practical toolkit of effective strategies to support tobacco cessation efforts. These tools will help create healthier communities and drive sustainable change, giving participants the confidence to make a real impact in the fight against tobacco use.

How participants will benefit

In this session, participants will:

- **Gain insights into the psychological and social factors that fuel tobacco and vaping use**, and learn how they impact cessation efforts.
- **Learn to recognise the common triggers** that sustain nicotine habits and how to address them effectively in cessation support.
- **Develop strategies for fostering self-motivation and commitment**, empowering individuals to pursue long-term change.
- **Practise evidence-based cognitive-behavioural approaches** to help individuals manage cravings and reinforce healthy behaviour changes.
- **Leave with a toolkit of actionable techniques** and approaches to support tobacco cessation and contribute to healthier communities.

Eat Well. Move More. Sleep Better

Available modalities:

Instructional, Workshop
and Pre-recorded

Key terms:

Physical Well-being,
Vitality, Focus, Well-being

 30/60/90 minutes

[BOOK THIS SESSION](#)

With the increasing demands of modern life, maintaining healthy habits often takes a backseat to competing priorities.

Yet, neglecting proper nutrition, regular physical activity, and quality sleep can lead to long-term health risks such as chronic illnesses, reduced energy levels, and impaired mental well-being. This practical session focuses on the three essential pillars of a healthy lifestyle: nutrition, movement, and sleep.

Participants will uncover how small, consistent changes can create meaningful improvements in overall health and vitality. Through engaging discussions and hands-on activities, they will learn to adopt balanced eating habits, incorporate achievable movement into daily routines, and establish effective sleep hygiene practises. Attendees will leave with actionable, personalised strategies to eat better, move more, and rest well equipping them to prioritise wellness and thrive even in the midst of life's challenges and demands.

How participants will benefit

In this session, participants will:

- **Discover the Basics of Eating for Energy:** Learn how to select foods that nourish the body, boost energy, and support mental clarity.
- **Overcome Barriers to Healthy Eating:** Explore strategies to tackle time constraints, cravings, and misinformation, making healthier choices easier.
- **Move More and Combat Sedentary Habits:** Gain practical tips for integrating movement into daily routines to improve overall physical health.
- **Identify Good Sleep Hygiene Practises:** Learn to create bedtime routines, optimise sleep environments, and address challenges for better rest and recovery.

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Let's Sleep On It

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Habits, Sleep, Physical
Well-being, Toolkit

 30/60/90 minutes

[BOOK THIS SESSION](#)

In today's fast-paced world, sleep is often sacrificed in the pursuit of productivity, despite its vital role in maintaining health, focus, and peak performance.

This workshop emphasises the importance of quality sleep and offers science-backed strategies for achieving it, even with demanding schedules. Participants will learn about the profound impact sleep has on mental clarity, emotional resilience, and physical well-being. The session will cover techniques for optimising sleep environments, establishing effective bedtime routines, and managing stressors that interfere with rest.

Addressing barriers like stress and time constraints, this session equips participants with practical tools to enhance sleep quality, boost energy, and improve overall resilience. By the workshop's conclusion, attendees will have a personalised plan for better sleep, empowering them to perform at their best and thrive in all aspects of life.

How participants will benefit

In this session, participants will:

- **Understand the Power of Sleep:** Learn how quality sleep boosts mental clarity, emotional resilience, physical health, and productivity, laying the foundation for success.
- **Overcome Common Sleep Barriers:** Identify obstacles like stress and irregular schedules, and apply practical strategies to improve sleep, even with a busy lifestyle.
- **Develop Personalised Sleep Strategies:** Discover science-backed tools for creating a sleep-friendly environment and effective nighttime routines.
- **Master Stress-Management Techniques:** Explore proven methods to relax and enhance sleep, ensuring sustained focus and energy throughout the day.

Men's Health Matters

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Male Health, Healthy Habits, Stress Management

 30/60/90 minutes

[BOOK THIS SESSION](#)

While physical health is often prioritised, mental well-being is equally vital for achieving a balanced and fulfilling life.

However, many men delay seeking medical advice until physical symptoms become severe and often overlook their mental health entirely, leaving critical issues unaddressed. This session seeks to break stigma and shed light on the critical aspects of men's health, focusing on preventative care, stress management, and the profound connection between mental well-being and physical health. Participants will learn about common health challenges, such as cardiovascular issues and mental health conditions, and the importance of early intervention for both.

Through practical advice and open discussions, this session will help men adopt healthier lifestyle choices, manage stress effectively, and prioritise regular check-ups. By encouraging proactive health management, participants will be empowered to lead longer, healthier lives while breaking stigmas surrounding men's health and wellness for future generations.

How participants will benefit

In this session, participants will:

- **Unlock the Power of Health:** Understand how balancing physical and mental health boosts overall well-being and success.
- **Break Through Stigmas:** Address men's unique health challenges and mental health stigmas for better self-care.
- **Spot Warning Signs:** Learn to identify early physical and mental health concerns for proactive action.
- **Transform Their Well-being:** Discover the benefits of physical activity, quality sleep, and routines that support mental health.
- **Master Stress & Seek Support:** Manage stress effectively and see how mental health support strengthens resilience and happiness.

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Menopause 101

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Physical Well-being,
Female Health, Stigma,
Peer-to-peer Support

 30/60/90 minutes

[BOOK THIS SESSION](#)

Menopause is a natural life stage that directly affects 51% of the population but indirectly impacts everyone through relationships at work, home, or in caregiving roles.

Despite its universality, menopause remains shrouded in misunderstanding and stigma, preventing many from seeking support or discussing it openly. This interactive session seeks to demystify menopause by fostering informed, supportive conversations for all genders. Participants will learn about the physiological and emotional changes associated with menopause, as well as practical ways to provide empathy and support to those experiencing it.

By addressing misconceptions and promoting understanding, this workshop encourages inclusivity and equips attendees with tools to navigate menopause-related challenges in both personal and professional settings. Informative, engaging, and upbeat, this session empowers individuals to create a more supportive and compassionate environment for everyone affected by menopause.

How participants will benefit

In this session, participants will:

- **Learn About Menopause's Impact:** Understand menopause, challenge myths, and recognise its direct and indirect effects on everyone.
- **Track and Manage Symptoms:** Gain tools to identify and monitor symptoms, improving personal understanding and care.
- **Acknowledge Diverse Experiences:** Explore how menopause varies for everyone, validating unique perspectives and challenges.
- **Access Support and Foster Conversations:** Discover ways to access resources and engage in supportive discussions at work and home.
- **Prioritise Self-care:** Embrace wellness strategies to navigate menopause and maintain overall health and balance.

Well-being For Women

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Physical Well-being,
Female Health, Stress

 30/60/90 minutes

[BOOK THIS SESSION](#)

Women fulfill diverse and demanding roles—professional, caregiver, partner, friend, and more—often leaving little time or energy to focus on their own health and well-being.

This session is designed to address the unique wellness needs of women, emphasizing the five key pillars of well-being: nutrition, exercise, sleep, relaxation, and connection. Participants will explore how stress and neglecting self-care can impact physical and mental health and discover practical strategies to restore balance and vitality.

Through interactive discussions and actionable insights, the session highlights the importance of prioritising personal needs, setting boundaries, and carving out time for self-care. Attendees will leave with a deeper understanding of how to nurture their well-being, enabling them to thrive in every area of life while embracing the critical role that self-care plays in sustaining long-term health and happiness.

How participants will benefit

In this session, participants will:

- **Define Personal Well-being:** Reflect on what well-being means and how it aligns with their unique needs and priorities.
- **Address Common Health Concerns:** Learn about female health risks, such as hormonal changes, and proactive management strategies.
- **Explore Five Pillars of Wellness:** Focus on nutrition, sleep, exercise, relaxation, and connection for a balanced, sustainable approach.
- **Work with Energy and Cycles:** Align routines with natural energy levels and hormonal cycles for improved health outcomes.
- **Reduce Stress:** Discover practical methods to lower stress and enhance overall health and happiness.

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Caring for You While Caring for Others

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Child Well-being,
Parenting Skills, Trauma,
Practical Skills

 30/60/90 minutes

[BOOK THIS SESSION](#)

Caring for a family member with an illness or disability, an elderly relative, or a child can be an incredibly fulfilling experience.

However, the demands placed on a carer's time, energy, and emotional resources can be overwhelming. The impact of caregiving is far-reaching, affecting various aspects of life, including practical, physical, emotional, and financial well-being. Often, carers find themselves focusing so much on the needs of others that they neglect their own health.

This session will explore simple, yet effective, strategies for carers to improve their own well-being, offering practical tools for managing stress, enhancing self-care, and maintaining balance. By recognising and addressing the unique challenges of caregiving, carers can promote a healthier, more sustainable lifestyle while continuing to provide compassionate care for their loved ones, ensuring both their own and their family's well-being.

How participants will benefit

In this session, participants will:

- **Recognise the Emotional Impact of Caregiving:** Understand how caregiving affects emotional well-being and relationships.
- **Identify Strategies to Maintain Well-being:** Learn practical methods for staying healthy while caring for others.
- **Build a Personal Well-being Toolkit:** Develop a set of tools to manage stress and maintain balance.
- **Explore Available Support Systems:** Learn about resources and support networks designed for carers.
- **Reflect on Your Caregiving Experience:** Gain insights into how caregiving influences life and relationships.

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Changing Relationships: You and Your Ageing Parents

Available modalities:

Instructional, Workshop
and Pre-recorded

Key terms:

Child Well-being,
Parenting Skills, Trauma,
Practical Skills

 30/60/90 minutes

[BOOK THIS SESSION](#)

Life is a constant flow of change, and one of the most significant transformations a person may experience is watching their parents grow older.

As time passes, roles shift, conversations evolve, and new challenges emerge. This natural life transition brings a mix of emotions—love, concern, and sometimes frustration—that can leave individuals unsure of how to navigate these changes. In this session, participants will explore how to approach this phase with compassion, empathy, and practicality. They will learn the importance of active listening to understand the stories and experiences that have shaped their parents' lives.

Participants will also explore strategies for building bridges across generations, creating an environment of mutual respect and appreciation. Ultimately, this session aims to provide the tools to support individuals and their parents as they navigate the evolving dynamics of aging with grace and understanding.

How participants will benefit

In this session, participants will:

- **Understand the Ageing Process:** Learn about the physical, emotional, and cognitive changes that come with ageing.
- **Learn and Practise Effective Communication Strategies:** Discover how to communicate clearly and compassionately with ageing parents.
- **Develop Skills to Navigate Challenging Conversations:** Gain techniques for handling sensitive topics with care and respect.
- **Explore Ways to Build Empathy and Connection:** Learn how to foster deeper understanding and strengthen your relationship.
- **Develop a Mindset that Embraces the Natural Changes in the Parent-child Relationship:** Adapt to evolving roles with compassion and flexibility.

Children and the Media

Available modalities:

Instructional, Workshop and Pre-recorded

Key terms:

Child Well-being, Parenting Skills, Trauma, Practical Skills

 30/60/90 minutes

[BOOK THIS SESSION](#)

This workshop equips parents and caregivers with essential tools to help children process and respond to media coverage of challenging global events, ensuring they are well-prepared for emotional and mental well-being.

Media significantly influences children’s perceptions, behaviours, and overall well-being. While positive content fosters learning and social skills, exposure to distressing news can lead to anxiety, confusion, and misinformation. During critical developmental stages, it’s vital for parents and caregivers to guide media consumption—setting healthy boundaries, nurturing curiosity, and ensuring a balanced perspective that prioritises emotional and mental health.

Participants will gain practical strategies to help children navigate the media landscape, promoting resilience, critical thinking, and emotional well-being. Attendees will leave with actionable insights and tools to support children in developing a healthy relationship with media, preparing them to engage with the world in a mindful, informed way, and fostering a positive outlook despite challenges.

How participants will benefit

In this session, participants will:

- **Gain insights into how various forms of media influence children’s perceptions**, emotions, and behaviours, especially in response to global events and adverse news coverage.
- **Learn practical strategies for monitoring and managing children’s media exposure**, fostering a balanced, age-appropriate media diet that supports healthy development.
- **Develop tools to help children critically assess and process media content**, building resilience and emotional awareness in the face of potentially distressing information.
- **Discover techniques for setting healthy boundaries around media consumption**, empowering children to engage thoughtfully with content and prioritise their well-being.

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Overcoming Parental and Caregiver Guilt

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Parenting, Emotional
Intelligence, Positivity,
Toolkit, Confidence

 30/60/90 minutes

[BOOK THIS SESSION](#)

Parenthood is a remarkable journey filled with love, joy, and at times, the weight of guilt.

This session is designed to guide participants through the complex dynamics of parental guilt, offering deep insights and practical strategies to help parents liberate themselves from this emotional burden. Participants will explore the underlying causes of parental guilt, its impact on their well-being, and its influence on their interactions with children. Most importantly, this session will empower parents with the tools they need to overcome guilt, fostering a more confident and positive approach to parenting.

By the end, attendees will leave equipped with actionable techniques to embrace their parenting role with greater self-assurance, build stronger relationships with their children, create a healthier balance between self-compassion and their responsibilities, cultivate a fulfilling, guilt-free parenting experience, and ultimately, raise resilient, happy children.

How participants will benefit

In this session, participants will:

- **Understanding Guilt's Impact:** Explore how parental guilt influences mental well-being, shapes family dynamics, and affects daily interactions with children, creating opportunities for positive change.
- **Building Resilient Mindsets:** Develop practical strategies to transform guilt into growth, embrace imperfection, and cultivate confident parenting approaches that benefit both parent and child.
- **Strengthen Family Bonds:** Learn techniques to create meaningful connections, enhance communication, and foster emotionally secure relationships with children through mindful parenting practises.
- **Embrace Self Compassion:** Discover how self-acceptance and personal growth contribute to reduced guilt, enhanced parental confidence, and improved family harmony.

Parental and Caregiver Leave - A Smooth Transition

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Parenting, Change,
Emotional Intelligence,
Work life Balance

 30/60/90 minutes

[BOOK THIS SESSION](#)

More than 80 percent of employees become working parents at some point in their career, and the transition from a childless employee to a working parent is a significant change for everyone.

How individuals prepare for this transition can greatly impact how smoothly they integrate work and family life. In this session, participants will explore the range of conflicting emotions that arise during this life shift—from employee to parent, and ultimately to working parent. They will gain insights into the common challenges faced during parental leave and the importance of proactive preparation.

Attendees will learn strategies for effectively planning a successful parental leave, as well as how to navigate the return to work with confidence, ensuring a balanced approach to both career and family responsibilities. The session will provide actionable tools to make this transition smoother and more manageable for all involved.

How participants will benefit

In this session, participants will:

- **Learn About What to Expect as a New Parent:** Gain insights into the physical, emotional, and logistical changes that come with parenthood.
- **Know How to Prepare for the Changes:** Learn practical tips to manage these transitions and adjust to new responsibilities.
- **Learn How to Prepare for a Smooth Transition Out of Work:** Understand how to plan for parental leave, balancing work and personal life.
- **Gain Strategies to Simplify Their Return to Work:** Discover actionable tips to navigate the return-to-work process with confidence and ease.

Parenting and Caregiving and the Digital World: Protecting Your Children

Available modalities:

Instructional, Workshop
and Pre-recorded

Key terms:

Parenting Skills,
Digital World,
Healthy Boundaries

 30/60/90 minutes

[BOOK THIS SESSION](#)

Parenting in the digital age demands a proactive approach to ensure safe, positive online experiences for children.

As children explore the internet's endless resources and social opportunities, it's crucial for parents to set clear guidelines, foster open communication, and promote responsible digital habits. This includes teaching online safety, setting parental controls, and addressing the risks of sharing personal information—all key steps to protecting children from cyberbullying, inappropriate content, and other online dangers.

By creating a trusting environment where children feel comfortable sharing their digital experiences, parents can empower them to navigate the online world with confidence and security.

How participants will benefit

In this session, participants will:

- **Gain a foundational understanding of the digital ecosystem**, including popular platforms, apps, and trends, to better anticipate potential risks and opportunities as children explore the online world.
- **Learn essential principles of internet safety**, including how to educate children on protecting personal information and recognising potential online risks.
- **Gain practical skills to set up and manage parental controls** across digital platforms, creating a safer online environment for children.
- **Discover strategies for fostering responsible internet habits in children**, promoting respectful interactions and critical thinking about content.
- **Develop techniques for establishing a trusting, open dialogue with children** about their online experiences, enabling them to seek guidance and share concerns.

Supporting your Child's Mental Health

Available modalities:

Instructional, Workshop and Pre-recorded

Key terms:

Children's Well-being, Mental Health, Parenting, Well-being

 30/60/90 minutes

[BOOK THIS SESSION](#)

Clinically diagnosable mental health problems affect 20 percent of children and young people aged 5-16 years, with an additional 15 percent at risk of developing mental health issues in the future.

Despite this, two-thirds of children and adolescents who face mental health challenges do not receive timely or appropriate interventions. Recognising signs of mental health concerns in children can be difficult for parents and carers, and understanding how to respond appropriately can add to the challenge. This session will provide participants with a deeper understanding of children's mental health, equipping them with practical tools to respond effectively when concerns arise.

Attendees will also gain insight into identifying suitable resources and support systems for their child's mental health. By the end of the session, participants will feel more confident in recognising early warning signs and taking proactive steps to support their child's emotional and mental well-being.

How participants will benefit

In this session, participants will:

- **Gain Awareness on Children's Mental Health and Recognise the Signs of Mental Health Concerns:** Understand common mental health issues in children and identify early signs.
- **Learn How to Respond in an Appropriate Way:** Discover supportive responses that create a safe environment for children.
- **Discover Communication Strategies for Addressing Concerns:** Learn how to start open, empathetic conversations about mental well-being.
- **Identify Support Networks and Resources to Support their Child's Mental Health:** Explore available resources and community support systems for children's mental health.

Supporting Mental Health of Fathers

Available modalities:

Instructional
and Pre-recorded

Key terms:

Children's Well-being,
Mental Health, Parenting,
Well-being

 30/60/90 minutes

[BOOK THIS SESSION](#)

Fatherhood is a journey filled with immeasurable joy, growth, and love.

Yet, beneath the surface of laughter and cherished moments, there often lies a silent struggle: the mental health challenges that fathers face. These challenges, whether related to stress, anxiety, or balancing personal and family responsibilities, can sometimes go unnoticed. This session aims to provide fathers with a deeper understanding of their mental health, equipping them with the knowledge and skills needed to manage stress, build resilience, and maintain emotional well-being.

Fathers will gain confidence in navigating the complexities of fatherhood while prioritising their own mental health. By fostering self-awareness and offering practical strategies for managing mental health, this session empowers fathers to thrive in their roles, creating a healthier balance between their responsibilities as parents and their emotional well-being. Attendees will leave feeling more equipped to tackle the mental and emotional challenges of fatherhood.

How participants will benefit

In this session, participants will:

- **Recognise Mental Health Challenges Faced by Fathers, Including Anxiety, Depression, and Stress:** Understand how fatherhood can impact mental health.
- **Explore How Fatherhood Affects Relationships and Identity:** Learn how becoming a father can reshape personal sense of self.
- **Examine the Stigma Surrounding Mental Health in Fatherhood:** Discuss societal pressures and barriers fathers face in seeking help.
- **Learn to Identify When Professional Mental Health Support is Needed:** Recognise signs indicating the need for professional intervention.
- **Identify Personal Strengths and Resources for Support:** Discover ways to build a strong support network and utilise available resources.

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Thriving as a Parent and Caregiver

Available modalities:

Instructional, Workshop
and Pre-recorded

Key terms:

Parenting Skills,
Well-being, Thriving,
Boundaries

 30/60/90 minutes

[BOOK THIS SESSION](#)

Balancing the roles of parent, caregiver, and professional can be overwhelming, especially with the added pressures of managing personal and professional demands.

This workshop is designed to help parents and caregivers achieve well-being and peak performance in all areas of life. Through actionable tips and practical strategies, participants will learn how to not only manage their responsibilities but thrive in them.

In this session, participants will explore how to cultivate resilience, manage stress, and set healthy boundaries to support personal and professional growth. They will also discover techniques for enhancing productivity, prioritising self-care, and maintaining strong relationships amid competing demands. The session will provide effective communication strategies for navigating work and family conversations. By the end, participants will leave with a toolkit of adaptable strategies to boost well-being, build resilience, and sustain high performance, helping them flourish in all aspects of life.

How participants will benefit

In this session, participants will:

- **Master Techniques for Restful Sleep:** Learn effective strategies to improve sleep for both parents and children, boosting energy, mood, and resilience.
- **Develop Resilience to Daily Stressors:** Discover practical techniques to manage everyday stress, fostering calmness and long-term well-being.
- **Create Meaningful Family Connections:** Explore ways to prioritise quality family time, even with busy schedules, strengthening bonds and creating lasting memories.
- **Enhance Personal Well-being and Balance:** Gain tools for balancing personal and professional life, empowering parents to feel fulfilled and in control.

Raising Resilient Children

Available modalities:

Instructional, Workshop and Pre-recorded

Key terms:

Children's Well-being, Resilience, Parenting, Optimism

 30/60/90 minutes

[BOOK THIS SESSION](#)

Resilience is an essential life skill in today's tumultuous and ever-changing world.

It's widely recognised as one of the most valuable qualities a parent can instill in their child. But what does this mean for parents and caregivers in their daily lives? What exactly is resilience, and how is it developed? Is it an innate trait, or can it be learned and nurtured over time? This session will provide participants with key insights into building resilience in children and the role caregivers play in fostering this vital skill.

Through practical guidance and expert advice, attendees will learn strategies to model resilience, support their children through challenges, and cultivate an environment where resilience can thrive. By the end of the session, participants will be equipped with tools to raise resilient, confident children capable of navigating life's difficulties with strength and perseverance.

How participants will benefit

In this session, participants will:

- **Understand Resilience and Why it's Crucial for Children:** Learn about resilience and how it helps children cope with challenges.
- **Recognise the Role of the Carer's Mindset in Fostering Resilience:** Discover how a carer's beliefs and mindset shape a child's ability to be resilient.
- **Develop Strategies to Help Children Build Emotional Resilience:** Learn practical techniques to support children in developing emotional strength.
- **Obtain Parenting Tips and Resources:** Access useful resources and tips to effectively nurture resilience in children.

Financial Insomnia

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Financial Well-being,
Anxiety, Sleep, Well-being,
Self-Care, Toolkit

 30/60/90 minutes

[BOOK THIS SESSION](#)

Financial worries are among the most common causes of sleep difficulties, with nearly two-thirds of individuals who report poor sleep citing concerns about their financial future.

The link between sleep and financial well-being is deeply interconnected: financial stress disrupts rest, while quality sleep enhances mental clarity, decision-making, and the ability to manage money effectively. This session explores the concept of financial insomnia, shedding light on how financial concerns impact rest and well-being.

Participants will gain practical strategies to calm an anxious mind, create a sleep-conducive environment, and develop healthy bedtime routines. By prioritising rest and learning stress-management techniques, attendees will be better prepared to tackle financial challenges with focus and resilience, ultimately improving both their sleep quality and their financial stability. This session offers a holistic approach to achieving peace of mind.

How participants will benefit

In this session, participants will:

- **Discover Why Sleep is Crucial for Health and Clarity:** Learn how quality sleep influences decision-making, mood, and overall well-being.
- **Recognise Financial Insomnia and How to Address it:** Identify signs of financial insomnia and strategies to manage stress and restore restful sleep.
- **Establish Habits for Better Sleep Quality:** Explore practical techniques such as sleep routines and relaxation exercises to improve consistency.
- **Create a Calming Environment for Sleep:** Learn how to design a peaceful, sleep-friendly space to promote relaxation and minimise disruptions.

Financially Smart Parenting

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Financial Well-being,
Parenting, Children, Habits,
Effective Communication

 30/60/90 minutes

[BOOK THIS SESSION](#)

In today's unpredictable financial landscape, teaching children the value of money and instilling strong financial habits is more important than ever.

This session equips participants with practical tools to introduce money management skills in an age-appropriate way, creating a foundation for lifelong financial well-being. Participants will explore strategies for fostering open discussions about money, teaching children essential concepts like budgeting, saving, and mindful spending.

Additionally, the session highlights the benefits of involving the entire family in everyday money decisions, making financial learning a shared experience. By empowering children to understand the basics of money and its role in their lives, participants will help their children grow into confident, resilient adults who can navigate financial challenges effectively. Attendees will leave with actionable insights and confidence to support their family's financial education journey.

How participants will benefit

In this session, participants will:

- **Identify Ways to Teach Children About Money:** Explore fun, engaging methods to introduce children to financial concepts and spark their curiosity.
- **Learn How to Discuss Finances Positively:** Discover strategies for open, age-appropriate conversations that build a healthy money mindset.
- **Build Sustainable Money Habits for the Future:** Help children develop lasting habits like saving, budgeting, and mindful spending.
- **Involve the Whole Family in Money Management:** Encourage family teamwork in managing finances, teaching children the importance of shared financial responsibility.

Mastering Your Money in a Changing World

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Financial Well-being,
Change, Uncertainty,
Anxiety, Toolkit

 30/60/90 minutes

[BOOK THIS SESSION](#)

Managing finances during times of economic uncertainty can feel overwhelming.

Concerns about rising expenses, mounting debt, and fluctuating income often contribute to stress and a sense of helplessness. This session offers a supportive environment to help participants understand and address financial anxiety while equipping them with practical tools for regaining control. Attendees will explore strategies such as reducing discretionary spending, optimising energy costs, and managing debt effectively.

The session also emphasises building financial resilience by setting achievable goals and making sustainable changes. Through actionable tips and expert guidance, participants will learn how to prioritise spending, plan for the future, and create a sense of stability amidst uncertainty. By the end of the workshop, attendees will feel empowered to face financial challenges with confidence and develop healthier habits for long-term financial well-being.

How participants will benefit

In this session, participants will:

- **Understand the Link Between Mindset and Money Habits:** Learn how personal beliefs and attitudes influence spending and saving behaviours, shaping financial outcomes.
- **Create a Spending Plan to Manage Resources Effectively:** Gain practical tools to balance income, expenses, and savings goals, ensuring financial stability.
- **Explore Strategies to Reduce Expenses and Generate Savings:** Discover actionable techniques to cut costs, reduce debt, and build financial resilience.
- **Identify Ways to Prioritise Essential Expenses:** Learn how to assess spending priorities, making sure critical needs are met while staying within budget.

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Money on my Mind: Dealing with Anxiety

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Financial Well-being,
Emotional Well-being,
Anxiety, Self-awareness

 30/60/90 minutes

[BOOK THIS SESSION](#)

Financial management can be overwhelming, especially during periods of economic uncertainty when fears about debt, fluctuating incomes, and rising expenses often dominate.

This session provides a supportive and practical framework for addressing financial anxiety and overcoming the paralysis it can create. Participants will learn to take control of their finances through actionable strategies, such as reducing discretionary spending, optimising energy use, and managing debt more effectively. Beyond these practical tips, the session will also emphasise setting realistic goals to foster long-term financial health and resilience.

Attendees will explore ways to shift their mindset, making it easier to approach financial challenges with clarity and confidence. By the end of the session, participants will be equipped with tools and techniques to navigate economic uncertainty, regain a sense of stability, and build a more secure financial future.

How participants will benefit

In this session, participants will:

- **Understand the Difference Between Anxiety, Worry, and Stress:** Recognise how each affects financial well-being, decision-making, and long-term planning.
- **Apply Practical Thinking to Reduce Financial Overwhelm:** Learn strategies to manage anxiety and stay grounded, allowing for clearer, more confident financial decisions.
- **Implement Ways to Increase Financial Stability:** Gain tools to build a secure financial foundation, including budgeting, saving, and managing debt amidst uncertainty.
- **Develop Resilience to Face Financial Challenges:** Explore techniques for staying positive and proactive when dealing with financial stress, fostering a mindset of long-term stability.

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Unlock the Secret to Financial Well-being

Available modalities:

Instructional,
and Pre-recorded

Key terms:

Financial Well-being,
Goal-setting,
Self-awareness, Toolkit

 30/60/90 minutes

[BOOK THIS SESSION](#)

Taking control of personal finances is an essential step toward achieving financial stability and freedom.

This session begins by helping participants define clear financial goals—both short- and long-term—tailored to their unique circumstances. Through guided exercises, attendees will learn how to track their spending, identify areas for adjustment, and uncover patterns in their financial habits. Participants will explore practical strategies to overcome common obstacles, such as managing debt and curbing unnecessary expenses, while building a personalised financial plan.

The session also emphasises the importance of prioritising goals to align with individual values and needs, fostering a sustainable approach to managing money. Attendees will leave equipped with actionable tools and knowledge to create a balanced financial strategy, empowering them to take control of their financial future with confidence and clarity. Whether striving for financial independence or greater security, this workshop provides practical strategies for success.

How participants will benefit

In this session, participants will:

- **Understand How Money Beliefs Influence Financial Decisions:** Learn how personal beliefs shape financial habits and how to shift them for better financial health.
- **Track Spending Effectively:** Discover tools to monitor expenses, identify patterns, and find areas for improvement.
- **Explore Strategies for Reducing Debt and Managing Expenses:** Learn effective debt reduction techniques and how to prioritise expenses for savings.
- **Recognise Emotional vs Logical Spending:** An understanding of how our emotions can impact our spending patterns.

Mindfulness Practises

Available modalities:

Workshop

Key terms:

Mindfulness, Meditation, Relaxation, Emotional Intelligence

 30/60/90 minutes

These mindfulness sessions are beneficial if carried out as a series. Although each session explores a different topic, the practise of mindfulness is consistently referenced.

Research shows that the regular practise of mindfulness significantly improves emotional regulation, empathy, confidence, attention and focus. This consistency helps build discipline, self-control, trust and accountability, which leads participants to feel able to create new habits and skills that lead to progress.

Some of the most effective training includes behavioural change through repetition and rehearsal of information.

Mindfulness series:

- Mindfulness for Emotional Strength
- Mindfulness for Compassion
- The Practise of Gratitude
- Mindfulness to Concentrate and Pay Attention
- Helping Children Learn Mindfulness
- Mindfulness for Healthy Eating
- Mindfulness for Being There: The Art of Taking a Walk

*Please note that for each 30-minute mindfulness session a minimum charge of one hour applies.

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Mindfulness Practises

Available modalities:

Workshop

Key terms:

Mindfulness, Meditation, Relaxation, Emotional Intelligence

 30/60/90 minutes

[BOOK THIS SESSION](#)

Mindfulness for Emotional Strength

Emotional strength involves the capacity to openly express emotions, including those that are difficult to process, uncomfortable to discuss or complex to navigate. Sometimes people suppress their true feelings to avoid putting themselves in a vulnerable situation where others might see them in a fragile and unprotected state. Allowing ourselves to experience genuine emotional responses is necessary for personal growth.

This session examines the benefits of expressing emotions, explores techniques to foster emotional strength and discusses how accepting vulnerability makes people stronger.

Mindfulness for Compassion

The practise of mindfulness helps people to be present in every moment of life. Sooner or later, everyone has experiences that are difficult or painful. The key to staying balanced is to learn how to live life not only with mindfulness or full awareness, but with compassion and kindness as well. Compassion involves the capacity to feel concern for oneself and others and having the desire to help in meaningful ways.

This session works on developing compassion and self-compassion, which, when applied to daily living, can contribute to greater well-being.

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Mindfulness Practises

Available modalities:

Workshop

Key terms:

Mindfulness, Meditation, Relaxation, Emotional Intelligence

 30/60/90 minutes

[BOOK THIS SESSION](#)

The Practise of Gratitude

Being grateful is a habit that allows a person to change their emotional state and feel more positive in their day-to-day. Gratitude contributes to contentment because people can be thankful even though nothing extraordinary has happened.

This session shows participants how to identify what to be thankful for and how gratitude can enrich life.

Mindfulness to Concentrate and Pay Attention

Mindfulness is the practise of consciously paying attention to a certain experience in the present moment, observing it curiously and accepting it at the same time. Numerous studies have shown how mindfulness activates certain parts of the brain that are responsible for planning, memory, concentration and executing tasks.

This session helps develop skills to improve concentration, avoid getting distracted and focus better on the task at hand.

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Mindfulness Practises

Available modalities:

Workshop

Key terms:

Mindfulness, Meditation, Relaxation, Emotional Intelligence

 30/60/90 minutes

[BOOK THIS SESSION](#)

Helping Children Learn Mindfulness

The practise of mindfulness can be as beneficial for children as for adults, as childhood is the ideal stage to introduce concepts of awareness.

This session teaches parents how to help children become more aware of their internal and external experiences. Through this awareness, children can begin to process their thoughts and the impact they have on their emotions, helping them learn to control their impulses and improve their emotional intelligence.

Mindfulness for Healthy Eating

Very often people start snacking just because they are bored or stressed and are often not aware that they have just eaten. Sometimes people manage their emotions and stress with food and do not pay attention to what they are eating.

This session demonstrates the use of mindfulness to learn to savour food and listen to the body for input on eating.

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Mindfulness Practises

Available modalities:

Workshop

Key terms:

Mindfulness, Meditation, Relaxation, Emotional Intelligence

 30/60/90 minutes

[BOOK THIS SESSION](#)

Mindfulness for Being There: The Art of Taking a Walk

Mindfulness does not require people to be seated in a quiet room with their eyes closed. Mindfulness techniques can be applied to activities of daily life, such as going on a walk.

This session discusses living mindfully with all the senses and connecting with the body in the present moment during daily activities like walking.

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Leadership Training



AIR: Awareness, Intervention, Resilience

FLAGSHIP

Available modalities:

AIR

Key terms:

Manager Skills,
Emotional Well-being,
Peer-to-peer Support,
Resilience, Toolkit

 3hrs + custom options

[BOOK THIS SESSION](#)

When managers come across employees in distress because of work responsibilities, work overload or personal issues, they are in a unique position to help.

With proper skills, managers can often reverse declining performance by refocusing tasks, implementing accommodations or providing additional support. Managers navigate performance issues whilst managing employees facing constant pressure of high work volumes, tight timelines, limited resources, changing business requirements and operating in multiple time zones.

The AIR programme for managers is a three-hour workshop that equips managers to use Workplace Options' proprietary stress and pressure impact scale to assess the level of employee distress and determine the appropriate intervention.

The AIR programme offers managers a way to assess the emotional health of employees by understanding basic concepts of emotional health, observing key performance indicators, and reinforcing resilience skills of both individuals and teams.

How participants will benefit

In this session, participants will:

- **Learn about the signs and symptoms of emotional distress** related to performance
- **Understand basic concepts of emotional health** and how they align with emotional well-being
- **Use the stress and pressure impact tool** to manage the performance of individual team members
- **Recognise employees who are experiencing a decline in performance** and learn how to respond proactively
- **Learn about existing resources** to develop intervention plans
- **Understand practical strategies** to build resilience with team members
- **Learn how to foster effective collaboration and communication** with individuals and teams

AIR 2.0: Leading in a VUCA World

FLAGSHIP

Available modalities:

AIR

Key terms:

Manager Skills,
Emotional Well-being,
Peer-to-peer Support,
Resilience, Change, Toolkit

 3hrs + custom options

[BOOK THIS SESSION](#)

In recent years, a series of global events have taken place which are challenging to individual and organisational well-being.

Individuals around the world are experiencing the impact of natural disasters, rising cost of living pressures, civil unrest, war and political uncertainty. This new environment can be described by the acronym VUCA (Volatile, Uncertain, Complex, Ambiguous) - a term that describes the challenging context that many organisations are operating in. In this new environment, the manager's role is more complex, as it is hyper-focused on the human factor.

AIR 2.0: leading in a VUCA world alerts managers to how emotional issues manifest in the workplace and how to intervene in the most appropriate way. Awareness, combined with intervention strategies and options to enhance resilience skills, equips managers with the knowledge and competence to lead during these exceptional times.

How participants will benefit

In this session, participants will:

- **Understand the signs and symptoms of anxiety and trauma** caused by a VUCA environment.
- **Understand the impact of organisational changes** and how to navigate them with your team.
- **Implement risk-mitigation procedures** and remote work priorities equitably.
- **Use the anxiety scale** to assess the well-being of team members.
- **Practise effective communication strategies** to build trust and foster collaboration.
- **Learn how to apply resilience principles** to strengthen team performance.
- **Use the manager energy audit** to manage challenging situations.

AIR25: Building Psychological Safety Through Inclusive Leadership

FLAGSHIP

Available modalities:

AIR

Key terms:

Manager Skills,
Emotional Well-being,
Peer-to-peer Support,
Resilience, Change, Toolkit

 3hrs + custom options

[BOOK THIS SESSION](#)

The enhanced AIR programme—Awareness, Intervention, and Resilience—equips leaders with the tools to create inclusive, psychologically safe workplaces where employees feel valued and supported.

In such environments, individuals are empowered to contribute openly, challenge the status quo, and collaborate freely, which boosts engagement and performance.

This edition of AIR focuses on the seven key competencies of inclusive leadership as a foundation for psychological safety. Leaders will learn strategies to build trust, encourage diverse perspectives, and foster resilience within their teams while identifying and addressing barriers to inclusion. Inclusive leadership not only strengthens psychological safety but also drives higher workplace performance.

By leveraging diverse talents and viewpoints, leaders can cultivate innovative solutions and improve decision-making. AIR combines awareness, intervention, and resilience-building, enabling leaders to create supportive, high-performing workplaces where teams can thrive and reach their full potential.

How participants will benefit

In this session, participants will:

- **Master the Core of Psychological Safety:** Participants will gain a deep understanding of the four pillars of psychological safety—Inclusion, Learning, Contribution, and Challenge—and learn how to foster these elements within their teams.
- **Develop Inclusive Leadership Competencies:** Leaders will acquire the seven core competencies of inclusive leadership, enabling them to build trust, encourage diverse perspectives, and create a collaborative environment.
- **Enhance Team Engagement and Resilience:** Attendees will learn actionable strategies to boost team resilience, promote open dialogue, and cultivate a safe space for innovation, ultimately leading to stronger engagement and performance.
- **Build Sustainable, High-Performing Cultures:** Participants will leave with tools to embed psychological safety into their team's daily practises, creating a culture that supports continuous growth, adaptability, and sustained high performance.

Championing Neurodiversity in the Workplace

Available modalities:

Instructional, Workshop, and Pre-recorded

Key terms:

Neurodiversity, Leadership, Team Performance, Toolkit

 30/60/90 minutes

[BOOK THIS SESSION](#)

Neurodiversity acknowledges that there are natural variations in brain functioning, such as ADHD, autism, dyslexia, and more.

Addressing neurodiversity is crucial because individuals with different cognitive styles bring unique perspectives, creativity, and problem-solving skills to organisations. However, many organisations still face challenges in accommodating these differences, leading to potential underutilisation of talent.

By fostering an inclusive workplace, organisations can harness these diverse strengths and improve employee engagement, satisfaction, and productivity.

How participants will benefit

In this session, participants will:

- **Identify common neurodivergent profiles** and the typical challenges individuals and organisations face.
- **Understand the specific needs** and strengths of neurodivergent employees to support their success.
- **Explore strategies for maximising the potential of neurodiverse employees** within teams and departments.
- **Develop an action plan** to apply neurodiversity best practises to build a more inclusive, supportive, and equitable work environment.

Employee Engagement: Building and Maintaining an Engaged Workforce

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Employee Engagement,
Inclusion, Motivation,
Morale

 30/60/90 minutes

[BOOK THIS SESSION](#)

In today's rapidly evolving workplace, employee engagement is a critical driver of productivity, innovation, and long-term retention.

When employees feel engaged, they are more likely to be committed to their work, aligned with the company's values, and motivated to contribute positively to the organisation's success. This session will delve into the key factors that influence employee engagement, including clear communication, recognition, and a shared sense of purpose. Participants will learn practical strategies for fostering engagement at all levels, from building a culture of inclusivity to creating opportunities for professional growth.

By emphasising the importance of feedback, employee well-being, and team collaboration, this session provides leaders with the tools needed to boost morale, enhance performance, and improve overall organisational outcomes. Ultimately, participants will leave with actionable insights to cultivate a thriving workplace where employees are empowered, connected, and committed to driving success.

How participants will benefit

In this session, participants will:

- **Understand the core principles of employee engagement** and why it is essential for productivity, satisfaction, and retention.
- **Identify key factors that influence engagement**, such as workplace culture, leadership styles, and employee recognition practises.
- **Learn effective strategies to enhance engagement**, including clear communication, goal alignment, and providing meaningful feedback.
- **Explore the importance of promoting work-life balance** and fostering a supportive, inclusive environment where employees feel valued.
- **Gain practical tools to assess engagement levels** and develop tailored plans to improve motivation, satisfaction, and overall team performance.

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Engaging a Multi-Generational Workforce

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Employee Engagement,
Generational Well-being,
Leadership, Morale

 30/60/90 minutes

[BOOK THIS SESSION](#)

In today's diverse work environment, managers face the unique challenge of engaging a multi-generational workforce that spans Baby Boomers to Gen Z.

This workshop is designed to equip managers with the skills and strategies needed to effectively lead and inspire employees across all age groups, leveraging their unique strengths while fostering a cohesive team dynamic.

Participants will explore the distinct values, communication styles, and work preferences of each generation, gaining insight into how these differences impact collaboration and performance. Through interactive discussions and practical exercises, managers will learn to tailor their leadership approaches to meet the diverse needs of their teams, enhancing motivation, productivity, and job satisfaction.

The workshop will cover key topics such as bridging generational gaps, addressing common misconceptions, and creating an inclusive work culture that celebrates diversity. Participants will also develop actionable strategies to facilitate intergenerational collaboration and mentorship, empowering employees to share their knowledge and experiences.

By the end of this session, managers will be well-prepared to engage and lead a multi-generational workforce, fostering a supportive and dynamic workplace that drives innovation and success. Join us in unlocking the potential of your diverse team and creating a more harmonious and productive work environment.

How participants will benefit

In this session, participants will:

- **Recognise Generational Differences:** Understand how values, communication styles, and work preferences vary across generations to navigate team dynamics.
- **Bridge Gaps Effectively:** Gain strategies to address challenges and misconceptions in multi-generational teams, fostering collaboration.
- **Adapt Leadership Styles:** Learn to engage and motivate employees of all ages, improving team performance.
- **Foster Inclusivity:** Create a workplace culture that celebrates diversity, mutual respect, and collaboration.
- **Encourage Mentorship:** Implement intergenerational mentorship to promote knowledge-sharing and unlock team potential.

Getting Comfortable with Conflict: A Leadership Guide

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Effective Communication,
Teamwork,
Conflict Resolution,
Psychological Safety

 30/60/90 minutes

[BOOK THIS SESSION](#)

Almost every workplace has a diverse blend of personalities and preferences, so it is to be expected that there will be some dispute and conflict.

Not all employees are the same; some personalities are easier to interact with than others. Some individuals are fearful of conflict, and discord amongst the team can make work very difficult for them. However, not all conflict is bad. Conflict can lead to growth and change.

It is important that managers learn how to communicate and facilitate a positive working relationship with any personality type, to explore how to reach resolutions that are acceptable to all parties involved and focus the team on moving forwards.

This session will help leaders apply conflict management strategies to boost performance and increase collaboration. It will also examine the role perceptions and biases play and help leaders cultivate functional relationships amongst a diverse population.

How participants will benefit

In this session, participants will:

- **Explore the origin of conflict and tension in the workplace**, understanding how differences in perspective, values, and communication styles can create friction.
- **Identify various conflict management styles** and learn how to adapt them to different situations.
- **Develop an understanding of the intent behind messages**, recognising how tone, language, and context influence interpretation.
- **Connect conflict management styles with different personality types** to navigate diverse team dynamics effectively.
- **Consider ways to foster a collaborative environment** where open communication and mutual respect lead to constructive resolution of conflicts.

How to Lead High Performing Hybrid Teams

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Effective Communication,
People Management,
Remote Work, Teamwork

 30/60/90 minutes

[BOOK THIS SESSION](#)

As the hybrid work model continues to evolve, virtual teams are becoming a permanent fixture in the modern workplace.

They offer employers the ability to tap into a global talent pool, bringing diverse perspectives and skillsets. For employees, virtual teams offer the freedom to work from any location, enabling greater flexibility, optimising contributions, and fostering a better work-life balance. While virtual teams can increase productivity and reduce attrition, they also present unique challenges for managers. These include ensuring effective communication, building trust, managing workloads, and supporting team member well-being in a remote setting.

This session will address these challenges head-on, providing managers with actionable strategies to enhance team performance, foster engagement, and maintain a positive work environment. Managers will learn practical tools for improving collaboration, overcoming virtual barriers, and ensuring that remote teams remain cohesive, motivated, and productive, even without face-to-face interactions.

How participants will benefit

In this session, participants will:

- **Explore Practical Ways to Communicate and Reconnect with Virtual Teams:** Gain tools to enhance communication and engagement, strengthening remote relationships.
- **Develop an Appreciation for Both Remote and In-person Collaboration:** Understand how to blend both work styles for better team synergy.
- **Understand the Importance of Monitoring Employee Well-being:** Learn strategies to prioritise and support the well-being of virtual team members.
- **Discover Ways to Contribute to a Compassionate Hybrid Work Culture:** Learn how to foster inclusivity and empathy within your team, promoting a supportive environment

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Leading Through Crisis

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Crisis Management,
Effective Communication,
Psychosocial Risk, Toolkit,
Well-being

 30/60/90 minutes

BOOK THIS SESSION

Any crisis event - such as a workplace accident, violence, sudden death of an employee, natural disaster or terrorist attack - can have a traumatic impact on employees.

Organisational and team leaders play a key role in helping to mitigate the psychological impact of such events, whilst at the same time dealing with the impact of these events on themselves. This session prepares frontline managers to effectively lead during a crisis situation. Upon successful completion of this training, participants also receive a comprehensive managers' toolkit.

Following up on the learning objectives from the course, the toolkit provides frontline managers with leadership approaches, resilience strategies and directions to employees during and immediately following a traumatic event. By using the resources in the toolkit, managers can meet the basic needs of employees, resulting in a swift return to productivity.

How participants will benefit

In this session, participants will:

- **Learn How to Expedite the Safety and Well-being of Employees:** Gain strategies to ensure swift action and support for employees during a crisis.
- **Understand How to Ensure Preparation for Potential Disasters:** Develop proactive measures to anticipate and respond to emergencies effectively.
- **Establish How to Coordinate with Internal Stakeholders for Timely Communications:** Learn methods for seamless collaboration with teams to deliver accurate, timely information.
- **Know How to Meet Employees' Basic Needs Fairly and Consistently:** Discover approaches to support employees equitably, ensuring a smooth transition back to productivity.

Navigating Performance Reviews and Feedback

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Effective Communication,
Leadership,
Solution Focussed,
Confidence

 30/60/90 minutes

[BOOK THIS SESSION](#)

Performance reviews and feedback sessions are crucial for employee development, engagement, and motivation, but delivering effective feedback can be a challenge for many managers.

This workshop is designed to equip managers with the skills and confidence needed to conduct performance reviews that foster trust, inspire motivation, and encourage continuous improvement.

Participants will learn best practises for preparing and delivering feedback that is clear, actionable, and supportive, focusing on alignment with both individual and organisational goals. Through real-life scenarios and interactive exercises, managers will practise handling feedback conversations, gaining confidence in delivering constructive feedback.

The session will emphasise the importance of follow-up to ensure feedback leads to measurable growth and improvement. By the end of this session, participants will have gained the confidence and practical skills to turn performance reviews into valuable opportunities for employee development, engagement, and organisational success.

How participants will benefit

In this session, participants will:

- **Understand the Purpose of Performance Reviews and Feedback:** Recognise how feedback drives employee development, engagement, and motivation, contributing to organisational success.
- **Deliver Constructive and Motivational Feedback:** Learn to provide clear, actionable feedback that balances strengths with areas for improvement, fostering growth.
- **Navigate Challenging Conversations:** Gain strategies to handle performance issues and difficult discussions confidently, while maintaining trust and respect.
- **Implement Effective Follow-Up Actions:** Reinforce development with actionable follow-ups that ensure continued growth and accountability after reviews.

People-Centric Leadership

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Emotional Intelligence,
People Management,
Team Performance,
Employee Engagement,
Effective Communication

 30/60/90 minutes

BOOK THIS SESSION

Leaders who adopt a people-centric approach prioritise the well-being and growth of their teams, knowing that success is built upon strong, compassionate relationships.

Great leaders not only understand themselves but are attuned to the needs and motivations of those they manage. Emotional intelligence (EQ) plays a pivotal role in fostering these relationships, as it enables leaders to recognise their own emotions and those of others. Leaders with high EQ are better equipped to create an environment that is healthy, supportive, and productive. This session delves into the components of emotional intelligence, including self-awareness, empathy, and interpersonal skills.

Through practical strategies, participants will learn how to leverage their EQ to inspire trust, manage conflicts effectively, and improve team dynamics, ultimately contributing to a more cohesive and engaged workforce. Leaders will leave this session with actionable insights that empower them to cultivate stronger connections and drive team performance.

How participants will benefit

In this session, participants will:

- **Increase Self-awareness and Understand Others:** Gain insights into your own behavioural tendencies and adapt your approach to support diverse work styles and personalities.
- **Communicate with Compassion, Empathy, and Professionalism:** Master techniques for connecting with others on a deeper level, building trust, and ensuring open, respectful communication.
- **Develop Emotional Intelligence:** Learn how to recognise and manage your emotions, as well as understand and respond effectively to the emotions of others.
- **Collaborate to Optimise Motivation and Morale:** Explore strategies to foster team cohesion and create a positive, high-performing work environment.

Sexual Harassment in the Workplace

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Psychosocial Risk,
Harassment,
People Management,
Employee Engagement

 30/60/90 minutes

[BOOK THIS SESSION](#)

Sexual harassment pollutes the working environment and can have devastating effects on the health, confidence, morale and performance of those affected by it.

This can severely negatively impact an employee's performance as well as team dynamics. Conversely, organisations can benefit substantially when they tackle harassment. Absence, stress and conflict in the workplace is reduced. Staff retention, efficiency, morale and profitability increases. In this session, participants will learn about sexual harassment, what it can look like and how to recognise and address it.

They will also learn how to understand people's feelings in response to sexual harassment, and how to provide support and signpost employees to additional resources. Managers may also have a legal reporting responsibility, so the legal framework will be touched upon. This session can be localised to meet any statutory training requirements required in your country of operations.

This session can be localised to meet any statutory training requirements required in your country of operations.

How participants will benefit

In this session, participants will:

- **Understand Sexual Harassment:** Learn to identify both overt and subtle forms of harassment and its negative impact on workplace culture.
- **Recognise Incidents of Harassment:** Develop skills to spot signs of harassment in the workplace.
- **Understand the Feelings of Victims:** Gain insight into the emotional and psychological effects of harassment on individuals.
- **Discover Proper Response:** Learn how to listen, document, and address harassment reports with sensitivity, ensuring appropriate escalation.

The Coach Approach to Leadership

Available modalities:

Instructional, Workshop, and Pre-recorded

Key terms:

Employee Engagement, Effective Communication, People Management, Team Building, Thriving

 30/60/90 minutes

[BOOK THIS SESSION](#)

Leaders must draw upon multiple skills to be successful.

Many recognise the value of connecting using communication tools that professional coaches use to facilitate powerful conversations. Today's workforce wants a coach approach to leadership. Participants will learn methods to achieve success in guiding and motivating others whilst leading with a sense of focus, purpose and direction.

Furthermore, they will learn strategies for optimising performance and bringing out the best in their people. Participants will recognise the value of integrating the coach approach communication principles into their leadership style and organisational culture to develop employees who thrive.

How participants will benefit

In this session, participants will:

- **Examine their Current Leadership Style:** Reflect on their leadership approach to identify areas for growth.
- **Recall the Four Types of Listening:** Understand and practise the different listening styles to improve communication.
- **Formulate Powerful Questions:** Develop the skill of asking insightful questions to foster deeper conversations and support growth.
- **Provide Information and Advice:** Learn to deliver empowering feedback and guidance that promotes employee development.
- **Increase Staff Self-efficiency:** Explore strategies to boost team morale, productivity, and employee independence.

Understanding Neurodiversity in the Workplace

Available modalities:

Instructional, Workshop, and Pre-recorded

Key terms:

Diversity, People Management, Effective Communication, Team Building, Employee Engagement

 30/60/90 minutes

[BOOK THIS SESSION](#)

With 15 to 20 percent of the population considered neurodivergent, organisations must develop awareness and strategies to harness the unique strengths of neurodivergent employees.

This session will provide participants with a comprehensive understanding of neurodiversity and its importance in fostering a diverse, inclusive workplace. Leaders will learn about the common conditions that make up neurodivergence, such as autism, ADHD, dyslexia, and more, along with the strengths and challenges these employees may face.

By the end of the session, leaders will have actionable strategies to support neurodivergent team members, ensuring they are empowered to reach their full potential. By leveraging neurodiversity, organisations can create more inclusive teams, enhance innovation, and drive overall success. Leaders will also gain insights into how to adapt workplace practises to be more inclusive. This session will empower managers to create environments where neurodivergent employees feel valued and able to thrive.

How participants will benefit

In this session, participants will:

- **Gain Awareness of Neurodiversity and its Workplace Impact:** Understand various neurodiverse conditions and their influence on team dynamics.
- **Recognise the Strengths and Challenges of Neurodivergent Employees:** Explore unique abilities and potential obstacles for neurodivergent individuals.
- **Develop Leadership Strategies for Neurodivergent Employees:** Learn effective approaches to support and empower neurodivergent team members.
- **Build a Toolkit to Unlock Neurodivergent Potential:** Gain tools to create an inclusive, supportive, and productive environment for all employees.

Why Well-being Matters

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Psychological Safety,
Psychosocial Risk,
Employee Engagement,
Well-being

 30/60/90 minutes

BOOK THIS SESSION

The impact of the VUCA (Volatile, Uncertain, Complex, Ambiguous) world over the past few years is still unfolding.

And with that comes the long-term mental health implications of trauma. It is predicted that by 2030, mental illness could cost the global economy more than cancer, diabetes and respiratory disorders combined. People want to see their employers making authentic efforts in this space, so organisations need to move beyond merely 'well-being washing' - not properly offering their people the mental health support they need, despite supporting mental health publicly.

This session will help leaders learn the importance of paying attention to the mental well-being of their workforce - from an individual and business case perspective. It will look at supporting employees, advocating for employee well-being and providing positive, proactive and comprehensive mental well-being support.

How participants will benefit

In this session, participants will:

- **Learn the Business Case for Focusing on Well-being:** Discover how investing in mental well-being leads to improved performance, reduced absenteeism, and increased retention.
- **Align Mental Well-being Strategies with Business Needs and Priorities:** Understand how to integrate well-being initiatives into your organisation's goals for a more cohesive, effective workforce.
- **Recognise the Role of Leadership in Promoting Mental Well-being:** Understand how leaders can set the tone and create a culture of support for mental health initiatives within the organisation.

 **BACK**

Giving and Receiving Feedback

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Effective Communication,
Active Listening,
Emotional Intelligence

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR MANAGERS

In this workshop, leaders will develop the essential skill of giving constructive feedback, a powerful tool for driving employee growth, improving performance, and fostering stronger workplace relationships.

Attendees will learn how to provide feedback that identifies areas for development while acknowledging individual strengths, which helps motivate and build confidence. The workshop will also cover the critical role of feedback in conflict management, offering strategies to address misunderstandings and resolve conflicts with empathy, enhancing collaboration and mutual respect.

Participants will explore how feedback can strengthen team dynamics, build trust, and contribute to a positive, high-performing work culture. By prioritising continuous improvement and open communication, this session will provide practical techniques for creating an environment where employees are engaged, motivated, and empowered to reach their full potential. Leaders will leave equipped to deliver clear, respectful feedback that drives growth, enhances team performance, and contributes to organisational success.

How participants will benefit

In this session, participants will:

- **Establish Mutual Understanding:** Develop their ability to communicate effectively, both when giving and receiving feedback and during conflict resolution.
- **Develop Their Emotional Intelligence** to better manage their own emotions and understand others' emotions during feedback and conflict situations.
- **Foster a Culture of Trust and Openness.** Create an environment where feedback is seen as a positive tool for growth and conflicts are addressed openly and constructively.
- **Promote Continuous Improvement,** collaboration and growth.

 **BACK**

Mental Health – Recognise and Respond

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Peer-to-Peer Support,
Effective Communication,
Stigma, Toolkit,
Emotional Well-being,
Awareness

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR MANAGERS

Every manager has a legal, business, and moral responsibility to proactively support employees during times of need, particularly when their working environment can significantly impact their mental and emotional well-being.

In today's demanding and high-pressure world, managers must be equipped with the confidence and competence to identify signs of distress in their team members and intervene effectively. This session focuses on helping leaders recognise early warning signs of mental health issues, fostering a supportive environment where individuals feel safe seeking help.

Participants will learn how to respond to concerns with care and sensitivity, ensuring that employees receive the necessary support. By developing these skills, leaders will be able to contribute positively to their team's mental health and well-being, enabling a more resilient and productive workplace. Ultimately, this training will empower leaders to create a culture of openness and trust, where employee well-being is prioritised and supported.

How participants will benefit

In this session, participants will:

- **Learn Why Mental Health Awareness is Crucial:** Understand how mental health impacts workplace productivity, engagement, and well-being.
- **Understand Mental Health and Different Conditions:** Gain insights into common mental health conditions and their potential effects on employees.
- **Recognise Signs of Concern:** Identify early indicators of mental health struggles to intervene before issues escalate.
- **Develop Strategies for Having Supportive Conversations:** Learn how to approach employees with empathy and provide the correct support.
- **Manage Teams During High-stress:** Acquire tools to lead effectively and support your team during high-stress situations.

Nurturing a Growth Mindset in your Team

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Growth Mindset,
Effective Communication,
People Management,
Mindset, Innovation

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR MANAGERS

Managers are pivotal in cultivating a growth mindset within their teams, a mindset that drives both individual and collective success.

Research shows that employees with a growth mindset are 34% more likely to take on challenging projects, and they demonstrate a 47% increase in work performance. By fostering a growth mindset, managers empower team members to embrace challenges, learn from mistakes, and continuously improve. This approach unlocks the full potential of each individual and helps teams work toward shared goals with increased collaboration and creativity.

This session will provide managers with the tools and strategies necessary to create an environment that supports continuous learning, innovation, and development. Managers will learn how to shape their team's mindset, guide them through setbacks, and celebrate successes to maintain momentum. Through effective leadership, teams will be empowered to adapt, grow, and succeed in an ever-evolving workplace.

How participants will benefit

In this session, participants will:

- **Understand the Concept of a Growth Mindset:** Learn how embracing a growth mindset enhances adaptability, learning, and success.
- **Explore the Benefits of a Growth Mindset on Team Dynamics:** See how it improves performance, collaboration, and cohesion.
- **Identify Triggers of a Fixed Mindset:** Recognise challenges that lead to a fixed mindset and how to address them.
- **Learn to Give Constructive Feedback:** Master providing feedback that fosters a growth mindset.
- **Discover Strategies to Sustain and Reinforce a Growth Mindset** within teams.

From Incident to Response: Responding to Critical Incidents in the Workplace

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Crisis Management,
Effective Communication,
Team Work, Leadership

 30/60/90 minutes

[BOOK THIS SESSION](#)

Key personnel play a crucial role in managing incidents that significantly impact employee well-being, such as workplace accidents, violence, redundancies, or sudden loss.

This workshop focuses on how to use Rapid Response Critical Incident (RRCI) engagements to mitigate negative outcomes and provide support during such events. Participants will learn to recognise signs of distress, understand when to initiate an RRCI, and how to manage the work environment during the critical period between the incident and the response. Through case studies and discussions, attendees will develop frameworks to support recovery, build resilience, and improve communication.

By the end, participants will be equipped to navigate critical incidents, fostering a workplace culture that prioritises mental health, well-being, and compassionate leadership, ensuring a swift, effective response that enables teams to recover and continue performing at their best. These skills will also help maintain team cohesion and morale during challenging times.

How participants will benefit

In this session, participants will:

- **Recognise Critical Incidents:** Learn to identify various types of critical incidents, including accidents, violence, or loss, and understand their potential impact on employee well-being.
- **Assess Emotional Responses:** Understand the emotional reactions of individuals affected by such incidents and develop the ability to respond with empathy and support.
- **Initiate Rapid Response:** Gain strategies for activating and implementing a Rapid Response framework to address and manage incidents effectively.
- **Promote Mental Health:** Develop a proactive approach to creating a workplace culture that prioritises mental health and resilience after an incident.

Managing Intra Team Conflict

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Conflict Resolution,
Effective Communication,
Leadership, Team Work

 30/60/90 minutes

[BOOK THIS SESSION](#)

Conflict is a natural part of any team environment, but when left unmanaged, it can create a toxic atmosphere that undermines trust, stifles collaboration, and negatively impacts team performance.

This workshop equips managers with the essential tools to identify and address conflicts early, turning disagreements into opportunities for growth. Participants will learn proactive strategies to prevent conflicts from escalating, while fostering a culture of open communication, respect, and mutual understanding. The session focuses on recognising symptoms and root causes of conflict, enabling managers to intervene effectively.

Through improved communication techniques, managers will strengthen team cohesion, promote resilience, and enhance productivity. By the end of the workshop, participants will feel confident in managing conflicts constructively, leading to a more collaborative, high-performing team environment. This training is vital for managers committed to building and maintaining a harmonious, productive workplace.

How participants will benefit

In this session, participants will:

- **Identify and Address Conflict Early:** Learn to recognise early signs of conflict and resolve issues proactively to maintain team cohesion and prevent escalation.
- **Differentiate Healthy Debate from Harmful Conflict:** Understand how to encourage productive discussions while managing harmful disagreements to preserve a positive environment.
- **Develop Effective Communication Strategies:** Master communication tools and techniques to address misunderstandings, de-escalate tension, and navigate difficult conversations with ease.
- **Turn Conflict into Growth:** Transform conflict into opportunities for team resilience, strengthening relationships, improving collaboration, and driving collective progress toward shared goals.

Psychological Safety 101

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Psychological Safety,
Leadership,
Employee Engagement,
Employee Performance

 30/60/90 minutes

[BOOK THIS SESSION](#)

Psychological safety is a fundamental aspect of healthy workplace dynamics, directly affecting how individuals' function, collaborate, and innovate.

Addressing psychological safety helps harness the brain's natural ability to thrive when stress is managed, which leads to increased resilience, openness, and productivity. By understanding psychological safety and how to promote it, organisations can create an environment where team members feel respected, valued, and able to share ideas without fear of negative consequences.

How participants will benefit

In this session, participants will:

- **Understand Psychological Safety:** Learn why psychological safety is crucial for fostering trust, creativity, and high performance within teams.
- **Recognise Safe Behaviours:** Identify behaviours that promote psychological safety and the actions that help reinforce a safe environment.
- **Implement Effective Policies:** Discover key strategies and policies that encourage psychological safety in your organisation, ensuring open communication and collaboration.
- **Foster a Safe Culture:** Develop ongoing practises and initiatives that support and sustain psychological safety, making it a core part of your team's culture.

Psychosocial Risks: Introduction for Staff and Managers

Available modalities:

Instructional, Workshop, and Pre-recorded

Key terms:

Psychosocial Risk, Compliance, Safety, Injury Prevention, Employee Well-being

 30/60/90 minutes

[BOOK THIS SESSION](#)

This introductory workshop on psychosocial risks is tailored for staff and managers looking to gain insight into common workplace stressors that can impact workplace safety, employee well-being, and organisational effectiveness.

Participants will explore various psychosocial risks, including excessive workload, workplace bullying, poor communication, lack of support, and unclear job roles. Through interactive discussions and real-world scenarios, attendees will learn to identify these risks in their workplace and understand the critical role each employee plays in recognising and responding to them.

The workshop emphasises the importance of continually monitoring the work environment for psychosocial risks and mitigate those present. After the session participants will be equipped with practical strategies to address psychosocial risks, enhance workplace resilience, and contribute to a healthier environment that prioritises mental health and boosts overall productivity. Participants will leave with actionable steps to help create a safe work environment.

How participants will benefit

In this session, participants will:

- **Identify Psychosocial Risks:** Recognise common workplace stressors such as excessive workload, bullying, lack of support, and communication breakdowns that can impact mental health and performance.
- **Understand what control methods are available** to respond to risks present in the environment.
- **Understand Employee Roles:** Learn how every individual, from management to staff, can contribute to identifying and addressing psychosocial risks, ensuring a supportive and inclusive workplace.
- **Mitigate Risks and Foster Well-being:** Implement practical strategies to improve communication, reduce stress, and create a positive, mentally healthy work environment.

Psychosocial Risks: Managing in High-Risk Environments

Available modalities:

Instructional, Workshop, and Pre-recorded

Key terms:

Psychosocial Risk, Frontline Workers, Leadership, Trauma, Employee Safety

 30/60/90 minutes

[BOOK THIS SESSION](#)

Managing teams in high-risk environments, such as frontline roles with exposure to aggression, trauma, or crisis situations, requires specialised leadership skills.

This workshop equips managers with the essential tools to identify, assess, and address psychosocial risks effectively. The focus is on proactive strategies to support mental well-being, resilience, and team cohesion. Participants will learn to recognise the signs of stress, burnout, and emotional strain, and implement tailored support systems to help team members cope.

The session also covers how to foster open communication, build coping skills, and create a psychologically safe team culture. Through practical tools and case studies, managers will gain the confidence to handle difficult situations and promote a supportive work environment. By the end of the session, managers will be prepared to manage high-risk teams with an emphasis on mental health, resilience, and employee well-being.

How participants will benefit

In this session, participants will:

- **Identify and Assess Psychosocial Risks in the Workplace:** Gain the skills to recognise specific psychosocial risks, such as exposure to aggression, trauma, or high emotional demands, and understand their impact on team well-being and performance.
- **Recognise Early Warning Signs of Stress and Burnout:** Learn how to spot early indicators of stress, burnout, and other mental health challenges in team members, enabling proactive support and intervention.
- **Implement Effective Support Systems for High-Risk Environments:** Discover practical strategies to create a supportive framework that helps team members manage the psychological demands of high-risk roles, fostering resilience and emotional stability.
- **Foster a Culture of Psychological Safety and Open Communication:** Develop techniques for building a psychologically safe environment where team members feel comfortable discussing challenges, expressing concerns, and accessing necessary support.

Sexual Harassment in the Workplace

Available modalities:

Instructional, Workshop,
and Pre-recorded

Key terms:

Harassment,
Psychosocial Risk, Safety,
Compliance, Bullying

 30/60/90 minutes

[BOOK THIS SESSION](#)

A SESSION FOR EMPLOYEES

1 in 3 employees have experienced some form of sexual harassment in the workplace.

This essential training workshop provides employees with a clear understanding of sexual harassment and its impact on individuals and the overall work environment. Participants will explore the various forms of sexual harassment, including verbal, non-verbal, and physical conduct. Through interactive discussions and real-world scenarios, attendees will learn to recognise signs of harassment and understand their role in fostering a safe and respectful workplace.

The session will cover practical strategies for addressing inappropriate behaviour, reporting incidents, and supporting colleagues who may be affected. By the end of the workshop, participants will be equipped to actively contribute to preventing sexual harassment and promoting a culture where everyone feels safe, valued, and respected. The workshop also emphasises the importance of ongoing education and creating a workplace culture of accountability.

How participants will benefit

In this session, participants will:

- **Recognise the different forms of sexual harassment**, such as verbal, non-verbal, and physical conduct, and understand their impact.
- **Learn about the personal and organisational consequences of sexual harassment**, emphasising the importance of a safe, respectful workplace.
- **Identify the signs of sexual harassment**, enabling participants to respond appropriately and intervene when necessary.
- **Gain practical strategies for addressing inappropriate behaviour**, reporting incidents, and handling sensitive situations effectively.
- **Understand how to support colleagues affected by sexual harassment**, fostering a culture of respect, safety, and inclusion.

Well-being Ambassador Certification

FLAGSHIP

1 / 2

Key terms:

Peer-to-Peer Support,
Psychological Safety,
Psychosocial Risk,
Well-being

This learning program is offered in two formats:

STANDARD:

Twelve hours of virtual/classroom learning
(recommended over two days)

BLENDED:

Eight modules of eLearning, followed
by six hours of virtual/classroom learning
(recommended over one day)

Well-being ambassadors are part of an organisation's strategy to create a safe and psychologically healthy workplace. Workplace Options' flagship training for well-being ambassadors has been extremely popular since it was launched in 2021. It has been given the stamp of approval by the International Institute of Risk and Safety Management (IIRSM).

Participants receive extensive training to support them in their role as a well-being ambassador.

The programme will equip them with the skills to support those experiencing a mental health challenge, raise awareness about mental well-being, help recognise signs of concern, intervene appropriately, and manage conversations in an effective, sensitive way. Upon successful completion of this training, participants also receive a resource toolkit to support them in their new role.

The sessions are highly interactive using group discussion, case studies and role plays to prepare well-being ambassadors for engaging with peers in their workplace.

◀ BACK

Well-being Ambassador Certification

FLAGSHIP

2 / 2

Key terms:

Peer-to-Peer Support,
Psychological Safety,
Psychosocial Risk,
Well-being

BOOK THIS SESSION

How participants will benefit

- **Understand the importance of mental health support**, and the role and responsibilities of a well-being ambassador
- **Understand the impact of the workplace environment** and the need for emotional support
- **Explore stigma and discrimination**
- **Practise having sensitive conversations**
- **Learn how to start a conversation** with an employee in need
- **Understand professional boundaries** and the zone of helpfulness
- **Learn how to respond to a crisis** in a way that is aligned with existing protocols

- **Learn about the importance of self-care** and energy management
- **Become aware of internal and external resources** and support

How Organisations will benefit

- 9% Increase in EAP utilisation
- 31% Increase in EAP engagement
- Over 90% of participants strongly agreed that their organisation made the correct decision implementing the Ambassador Programme

◀ BACK

Ambassador Programme: Refresher Programme

FLAGSHIP

Key terms:

Peer-to-Peer Support,
Psychological Safety,
Psychosocial Risk,
Well-being

BOOK THIS SESSION

STANDARD:

Six hours of virtual/classroom learning
(recommended over two days)

This six-hour refresher training is a required programme for all well-being ambassadors after two years in their role.

It is designed to ensure that ambassadors continue to have the greatest possible impact on the work environment by deepening their understanding of mental health and aligning with updates to best practises for supporting mental well-being in the workplace. The training provides ambassadors with the opportunity to reflect on their experiences, share insights with peers, and refine their skills. By staying current with the most effective strategies, ambassadors will remain equipped to support mental health in the workplace, fostering a culture of well-being and resilience.

This session reinforces the importance of their role, empowering ambassadors to maintain a positive and supportive impact within their teams and organisation. Additionally, the refresher training ensures that ambassadors are equipped with the knowledge and tools needed to maintain their own safety and well-being in this important role.

How participants will benefit

In this session, participants will:

- **Share Their Experience:** Discuss the challenges and rewards of being well-being ambassadors and learn from shared experiences.
- **Learn About Compassion Fatigue:** Why Ambassadors should practice self-care and self-compassion.
- **Review Time Management Techniques.**
- **Know How to Establish Boundaries:** Confidently contract, arrange and establish boundaries around the Ambassador role and confidentiality.
- **Deepen Their Understanding of Mental Health:** Develop a solid understanding of crisis support and psychological first aid.
- **Learn How to Promote:** Ambassadors will learn how to promote their support internally and become an agent of change within their organisation.

◀ BACK

Curriculums



Curriculum Training

WPO is excited to launch a range of curated training curriculums within our catalogue. Each curriculum is a structured series of related trainings designed to deepen knowledge, enhance skill acquisition, and build a foundation for sustainable learning. By engaging in a series rather than single, stand-alone trainings, clients can address complex topics with a holistic, comprehensive approach.

These curriculums focus not only on knowledge but also on practical skill outcomes, ensuring participants are well-equipped to apply their learning effectively in the workplace. They are particularly valuable for areas such as psychosocial risk and compliance, where consistent learning supports both individual understanding and organisational readiness.

BENEFITS OF CURRICULUM TRAINING

- **Enhanced Learning & Retention:**
A series-based approach reinforces concepts over time, allowing participants to build a stronger foundation and retain knowledge more effectively.
- **Skill Development Across Related Topics:**
Curriculums cover a spectrum of relevant topics, fostering a broader and more interconnected skill set that directly applies to real-world challenges.
- **Support for Compliance & Best Practises:**
Through sustained training in areas like psychosocial risk, curriculums help organisations meet regulatory standards while enhancing employee well-being.
- **Customisable Pathways to Meet Organisational Needs:**
Our curriculums offer tailored content aligned with organisational priorities, allowing clients to select pathways that best suit their goals and objectives.

◀ BACK

Psychosocial Risk Safety Curriculum

1 / 2

Equips organisations with essential training to help staff recognise and respond effectively to psychosocial risks, fostering a proactive approach to workplace safety.

Through a structured series, participants learn to play a constructive role in annual safety initiatives, supporting a culture of mental health awareness and compliance with safety standards.

COMPONENTS

(Select a range from the below options relative to psychosocial hazard mitigation)

- Responding to Bullying and Harassment
- Sexual Harassment in the Workplace
- Understanding Micro-aggressions
- Managing intra-team conflict
- Managing psychosocial risks
- Psychosocial Risks:
Managing in high-risk environments
- De-escalation skills:
Managing aggression in the workplace
- Leading through Crisis
- Why Well-being Matters
- Effective Stress Management
- Setting healthy boundaries
- Ambassador Programme

Psychosocial Risk Safety Curriculum

2 / 2

Equips organisations with essential training to help staff recognise and respond effectively to psychosocial risks, fostering a proactive approach to workplace safety.

Through a structured series, participants learn to play a constructive role in annual safety initiatives, supporting a culture of mental health awareness and compliance with safety standards.

BENEFITS

- **Empower your organisation** to effectively identify and respond to psychosocial risks, fostering a healthier work environment.
- **Strengthen compliance with legal requirements** for managing psychosocial risks, supporting your organisation to meet regulatory standards.
- **Build a more resilient workforce** by equipping employees with the tools to handle stress, conflict, and mental health challenges.
- **Contribute to a safer workplace** by reducing the incidence of injuries and accidents through proactive psychosocial risk management.

◀ BACK

Leading with Purpose

1 / 2

Prepares and develops leaders to lead with purpose, equipping them with the tools to inspire, motivate, and drive positive change.

Through targeted sessions, leaders build skills in effective communication, strategic decision-making, and fostering a supportive workplace culture aligned with organisational values.

COMPONENTS

STREAM 1:

Foundations of Supportive Leadership

- Building Personal Resilience
- People-Centric Leadership
- The Coach Approach to Leadership
- Recognition in the Workplace: A Session for Managers

STREAM 2:

Building Respect and Supporting Well-being

- Respect in the Workplace: A Session for Managers
- Understanding Neurodiversity in the Workplace
- Addressing Mental Health Challenges
- Managing Psychosocial Risks



Leading with Purpose

2 / 2

Prepares and develops leaders to lead with purpose, equipping them with the tools to inspire, motivate, and drive positive change.

Through targeted sessions, leaders build skills in effective communication, strategic decision-making, and fostering a supportive workplace culture aligned with organisational values.

BENEFITS

- **Increased Self-Awareness:** Deepen understanding of personal leadership styles, strengths, and areas for growth.
- **Greater Career Advancement Opportunities:** Gain leadership qualifications and skills that enhance career progression prospects.
- **Stronger Leadership Pipeline:** Build a cohort of competent, prepared leaders who can drive organisational success and sustainability.
- **Improved Team Performance:** As leaders develop, they will create more motivated and engaged teams that are aligned with the organisation's goals.
- **Improved Organisational Resilience:** Strengthened leadership skills ensure the organisation can adapt and thrive during changes or crises.

◀ BACK

Well-being Foundations for Leaders

Designed to empower leaders with essential skills to champion well-being in the workplace.

This curriculum provides practical strategies for fostering resilience, promoting a healthy work-life balance, and creating a supportive environment where teams can thrive.

COMPONENTS

- Why Well-being Matters
- Mental Health: Recognise and Respond (for Employees)
- Balance Not Burnout
- Setting Healthy Boundaries

BENEFITS

- **Reduced Employee Burnout:** Leaders who model and prioritise well-being create a healthier work environment, reducing burnout rates across teams.
- **Stronger Leadership Longevity:** Sustain your leadership capacity by balancing personal needs with organisational demands.
- **Improved Work-Life Balance:** Gain insights into setting healthy boundaries and prioritising well-being alongside professional responsibilities.
- **Improved Employee Engagement and Retention:** Leaders who prioritise their well-being set an example for employees, boosting engagement and reducing

Resilience Edge

Equips individuals with foundational tools to build personal resilience and effectively navigate workplace challenges.

Through this series, employees learn practical strategies for managing stress, adapting to change, and maintaining a positive mindset, empowering them to thrive in a dynamic work environment.

COMPONENTS

- Discovering the Power of Self-Awareness
- Overcome Imposter Syndrome
- Self-Care Toolkit
- Life Beyond Digital Devices

BENEFITS

- **Enhanced Personal Resilience:**
Develop the mental and emotional strength to cope with challenges, setbacks, and change with a positive mindset.
- **Improved Stress Management:**
Learn practical techniques to manage stress effectively, preventing burnout and improving focus.
- **Increased Adaptability:**
Build the ability to adjust quickly and effectively to change, making transitions smoother and less overwhelming.
- **Higher Employee Engagement:**
Resilient employees are more motivated, engaged, and focused, leading to improved performance and productivity.

◀ BACK

Time Management for Carers: Supporting Employees With Carer Responsibilities

Designed to help employees who are caregivers balance their professional and personal responsibilities.

This curriculum offers practical tools and strategies to manage competing demands, reduce stress, and foster resilience, empowering carers to maintain well-being while meeting both work and caregiving commitments.

COMPONENTS

- Self-Care
- Overcoming Parental+Caregiver Guilt
- Thriving as a Parent+Caregiver
- You and Your Aging Parents

BENEFITS

- **Enhanced Time Management:**
Develop skills to prioritise tasks, set realistic goals, and create more structured daily routines, enabling better control over time.
- **Improved Self-Care:**
Gain practical tools for taking care of personal health, well-being, and emotional needs, ensuring carers don't neglect their own needs in favor of others.
- **Increased Confidence in Managing Dual Roles:**
Build confidence in balancing the responsibilities of work and caregiving, leading to improved job satisfaction and personal fulfillment.
- **Enhanced Employee Retention:**
Supporting employees who are carers increases loyalty and reduces turnover by addressing the unique needs of this group.
- **Improved Team Collaboration:**
By understanding the needs of carers, teams can create a more flexible, understanding, and supportive environment, fostering greater collaboration and communication.

Elearning Training

1 / 3

Available in global UK English only.

Our eLearning courses offer the advantages of scalable and flexible training solutions, cost-effectiveness and the ability to track and analyse employee progress seamlessly. eLearning can easily be combined with other training solutions to create impactful and unique learning journeys.

The courses are available in **global UK English**, on a 24/7 basis, anywhere around the world and through any digital device, including laptops, mobile phones and tablets.

MAIN FEATURES

The eLearning courses are delivered in modular form, ranging from four to six modules per topic and lasting an average of 45 to 60 minutes in total.

The modules include:

- Micro-learning: eight-to-ten minute modules
- Case studies
- Multimedia features, such as narration and animations
- Interactive features, such as polls and badges
- Gamification and quizzes
- A final evaluation with immediate feedback
- A certificate of completion

WANT TO FIND OUT MORE?

Your account manager/business solutions director is available to answer any questions you may have about our eLearning programmes.

You can also learn more on our [eLearning website here](#).

Why not also take a look at [this helpful video?](#)

Elearning Training

2 / 3

KEY BENEFITS

Scalability:

eLearning allows your organisation to train a large number of employees consistently, regardless of geographical constraints.

Cost-efficiency:

eLearning reduces the costs associated with traditional in-person training, such as those for travel, venue and printed materials.

Flexibility:

Learners can access courses anytime, anywhere, accommodating various schedules and time zones. As a result, this can often reduce work disruption and lead to quicker training completion compared to traditional methods.

Self-paced learning:

Employees can learn at their own speed, leading to a better understanding and retention of information.

Consistency and standardisation:

All learners receive the same standardised content and training experience, ensuring uniform knowledge acquisition.

Improved knowledge retention:

Interactive multimedia and gamification elements enhance knowledge retention, engagement and understanding.

Analytics and tracking:

Our learning analytics monitor progress, assess effectiveness and identify areas for improvement.

Supports remote workers:

eLearning aligns well with remote and hybrid working scenarios.

← BACK

Elearning Training

3 / 3

ELEARNING TOPICS

Our eLearning programmes provide a comprehensive list of topics related to work-life balance, wellness and mental health.

Our team can also work with you to develop a customised learning course that addresses your needs and priorities.

Our current topics include:

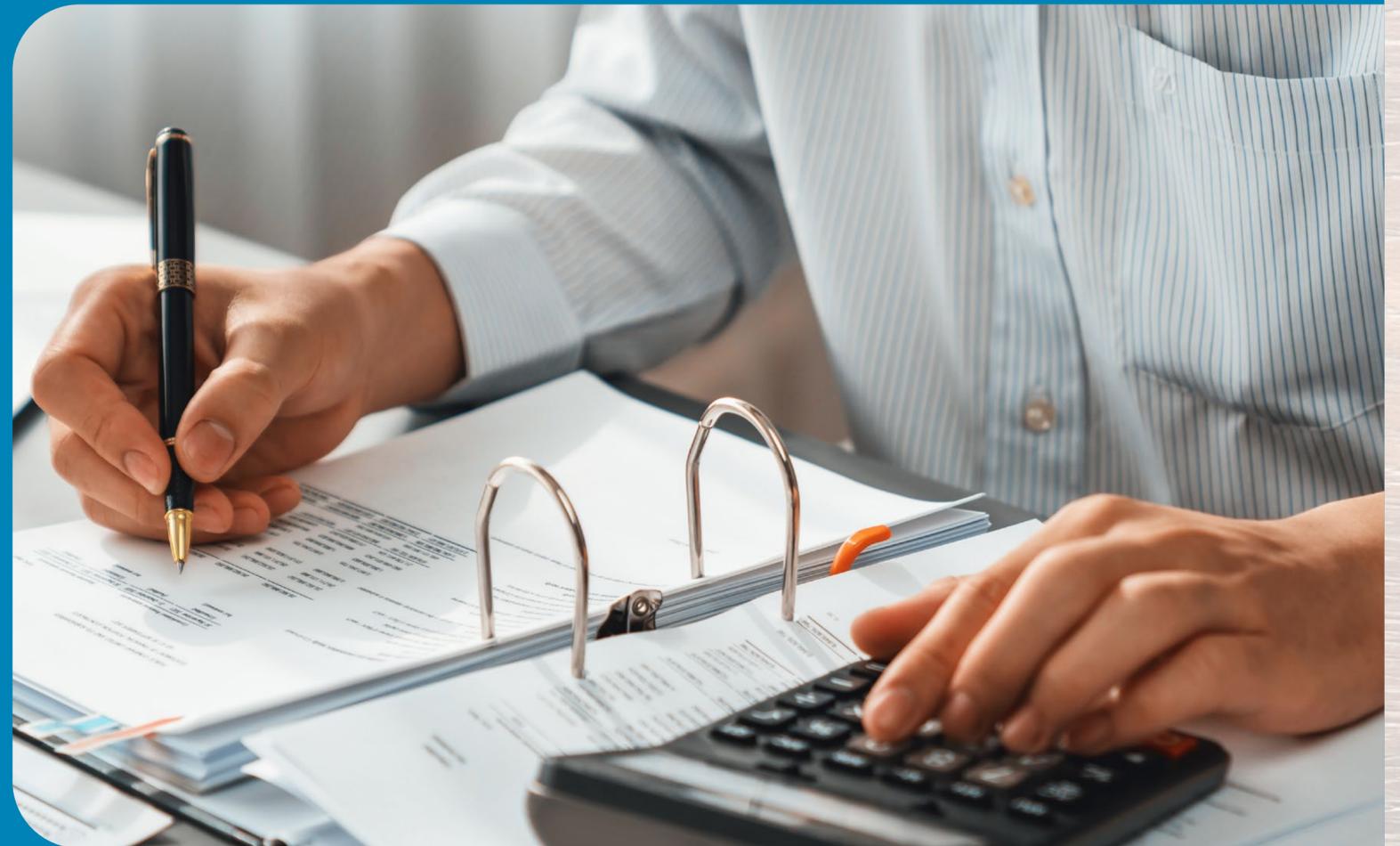
- How to lead hybrid, high-performing teams
- Advocating for your employees
- The coach approach to leadership - leadership skills for thriving teams
- Managing psychosocial risks in the workplace
- Getting comfortable with conflict - a leadership guide
- People-centric leadership
- Healthy mind toolkit - boosting your mental health
- Creating a resilient mindset
- Switching off - life beyond digital devices
- Healthy boundaries and work-life balance
- Effective stress management
- Staying optimistic - conquering negative thoughts
- Discover the world of emotional intelligence
- Eat well. Move more. Sleep better.
- Tackle unhealthy habits and transform your life
- Coping with critical illness
- Raising resilient children
- The many faces of grief - coping with loss
- Unlock the secret to financial well-being
- Work smarter, not harder - become a time management master
- Powerful communication - harnessing effective techniques to enhance your style
- Sexual harassment prevention in the workplace



Pricing and Terms & Conditions

Pricing

- Standard learning events can be purchased through your allocated bank of training hours, or on a fee-for-service basis.
- The charge for flagship programmes, training consultations, customised learning events, and any content development is on a fee-for-service basis only.
- For standard learning events, the translation of materials into other languages is provided at no additional charge. For flagship learning events, there is no charge for translations into the following languages: US English, UK English, French, Dutch, German, Spanish, Portuguese (European-Brazilian) and Simplified Chinese - translations into all other languages are chargeable and are on a fee-for-service basis only. The charge for the translation of customised learning events into any language is chargeable and is on a fee-for-service basis only.
- Pricing for eLearning courses can be provided once the client's details and requirements are confirmed. eLearning courses are available to purchase on a fee-for-service basis only. All prices quoted for customised learning events have a validity of six months.



Pricing and Terms & Conditions

Terms & Conditions

Workplace Options will facilitate onsite or virtual learning events and will:

- Connect with you to provide a point of contact for your event organisation within two business days of receiving the request
- Provide final confirmation of the facilitator (including contact details and profile) ten business days before the session.
- Provide an event report five business days post event completion.
- Promotional flyers can be provided for events upon request.

Client will:

- Provide a minimum of four weeks' notice for standard learning event requests.
- Provide a minimum of six weeks' notice for customised learning event requests.
- Ensure the learning event announcement gets circulated to potential participants well in advance to allow for participation.
- For an onsite learning event, provide a training room and equipment, such as a laptop, projection system, flip chart, etc. Please notify Workplace Options well in advance if this requirement cannot be met.
- For an onsite learning event, print and provide handouts to all participants.
- Provide participants with any pre- work learning material, should a learning event include this content as a part of the training.
- Inform Workplace Options of security clearance requirements, and other documentation required to ensure trainers are able to access their training venue/online event.

Service Delivery Guidelines

Travel and out-of-hours sessions

- An additional 50 per cent of the session fee, or two bank of hours, will be charged for sessions delivered outside standard business hours: Monday to Friday before 8:00 am and after 6:00 pm, as well as weekends and national public holidays.
- Travel time and mileage costs will be applicable for any onsite learning event. Workplace Options will communicate these costs to the client for agreement in advance of the learning event taking place. Agreed travel time and mileage costs are chargeable on a fee-for-service basis only.

Cancellation & rescheduling policy

- One cancellation or reschedule more than seven business days before the learning event date(s) is at no charge.
- Cancellation or reschedule within two to seven business days of the learning event date(s) is subject to 50 per cent of the value of the service(s) scheduled, or 50 per cent of the total bank of hours for the services scheduled.
- Cancellation or reschedule within one business day of the learning event date(s) is subject to 100 per cent of the value of the service(s) scheduled, or 100 per cent of bank of hours for the services scheduled.
- All cancellations or reschedules will incur the full charge of non-refundable, pre-agreed travel expenses and pre-agreed preparation hours (if applicable).
- All cancellations of customised learning events after the customised content has been developed will incur the full charge of the development, customisation and translation fees.

Conditions of use of materials

All content and materials provided are the property of Workplace Options. They may not be copied, reproduced, republished, uploaded to a server, posted, transmitted, archived, modified, sold, or distributed in any way, except that the client may download one copy of the participant documentation provided by Workplace Options on any single computer and print it for distribution solely to the participants of the learning event(s), and provided that the client keeps intact all copyright and other proprietary notices.

The client agrees not to record, broadcast, webcast or otherwise transmit the session to any additional audience without prior written consent.

Contact

Talk to us

We're always happy to answer any questions you may have.

Our account managers can work with you to develop an annual learning event, book a one-time training session or set up the consultation process to design your customised learning experience.

Let's get started

