



## WELLBEING TRAINING SEMINARS 2021

### BEREAVEMENT

We will all encounter people who have been bereaved, either after illness or more suddenly following a traumatic incident. While the terms bereavement and grief are often used interchangeably, bereavement refers to the state of loss while grief is the reaction to loss, particularly to the loss of someone or something to which a bond was formed. This seminar will help you to understand the causes of bereavement; recognise its symptoms and effects; understand positive and negative interventions; be aware of possible preparation and understand corporate bereavement and possible interventions.

### BUILDING RESILIENCE

Life is unpredictable! We cannot control our environment. No matter how well we plan, the unexpected will, at some point happen. This may be in the form of small daily events, such as a train drivers' strike causing disruption to your journey, or major life events such as unexpected illness, death, unemployment etc. This interactive training seminar is designed to help you identify individual and corporate resilience levels; differentiate between planning and crisis management; anticipate pinch points and influence positive outcomes; understand how to build resilience levels; understand and encourage motivation and positive reactions and recognise signs of dropping resilience levels.

### CONFLICT IN THE WORKPLACE

A serious incompatibility between two or more opinions, principles, or interests; struggle for power, property, etc.; strong disagreement between people, groups, etc., that result in angry argument? Even dictionaries conflict when defining conflict! Conflict isn't always bad, it can be a sign that people care. However, conflict always involves change, creating emotional disturbance. The first task in any conflict situation is to reduce emotional arousal levels so that all involved feel sufficiently safe and secure to consider other than their own position. This seminar will help you recognise conflict in the workplace; identify causes; respond appropriately and employ calming, deflection and reconciliatory techniques.

### "HAPPY PEOPLE - HEALTHY WORKPLACE"

"If you take care of your employees they will take care of your customers and your business will take care of itself" *JW Marriott*

This seminar will help you to consider the 'Why' and the 'How' of engaging with wellbeing in the workplace. 'Why' explores how happy employees benefit the workforce. 'How' explores the role of senior managers and line management in enabling a happy environment.

### STRESS AND DEPRESSION

Mixed anxiety and depression is the most common mental disorder in Britain today. The human cost to individuals and families is incalculable, while research confirms that a culture of fear and silence around mental health is costly to employers. However health and wellbeing programmes increase employee satisfaction, boost a company's profile, raise productivity, reduce sickness absence and cut staff turnover. This seminar aims to present the skills to help you understand who may suffer from depression; recognise signs of stress and depression; understand the effects on individuals and organisations; explore positive and negative interventions and examine workplace wellbeing good practice.

## **SUICIDE AWARENESS**

Like a river, suicide does not just come from nowhere. There are many factors adding to the flow in a person's life. This module, sensitively delivered by senior members of the WPCS team, aims to help you to understand the issues; recognise the signs that someone is contemplating suicide; know how to talk to someone who is suicidal and understand; and help with the effects of suicide.

## **TRAUMA IN THE WORKPLACE**

Emotional and psychological trauma is the result of unusually stressful and often unexpected events that affect an individual's sense of safety security and control. This seminar aims to help you understand causes of and vulnerability to trauma; recognise symptoms of emotional and psychological trauma; recognise signs of unresolved trauma; and understand the role you can take in trauma support.

## **WORK/LIFE BALANCE**

During this seminar you will consider the evidence for lack of work life balance in the UK; the effects of a long hours culture on employees mental health, relationships and wellbeing; what helps create a good work life balance; how employees balance their work and life; and how employers can improve the work life balance for employees.