

A photograph of two women in an office environment. The woman in the foreground, on the right, has long dark hair and is wearing a light blue button-down shirt. She is looking towards the left and appears to be speaking. The woman in the background, on the left, has shoulder-length brown hair and is wearing a dark top. She is seen from the back, looking towards the first woman. They are sitting at a desk with papers and a laptop. The background is a grey brick wall. A semi-transparent dark grey banner is overlaid across the middle of the image, containing the text 'Management Wellness Training' in white. In the bottom right corner, there is a logo for 'workblis.' consisting of a stylized circular icon and the text 'workblis.'

Management Wellness Training



Content

- Why managers need wellbeing - Assessing the current landscape and understanding present challenges

MANAGERIAL WELLBEING PROGRAM - 5 WEEK SERIES

- Building Emotional Resilience (Emotional Self-care)
- Building Mental and Physical Resilience (Mental and Physical Self - care)
- Managers' Impact on Team Health & Functioning
- Navigating Employee Mental Health
- Establishing a Team Culture of Wellbeing



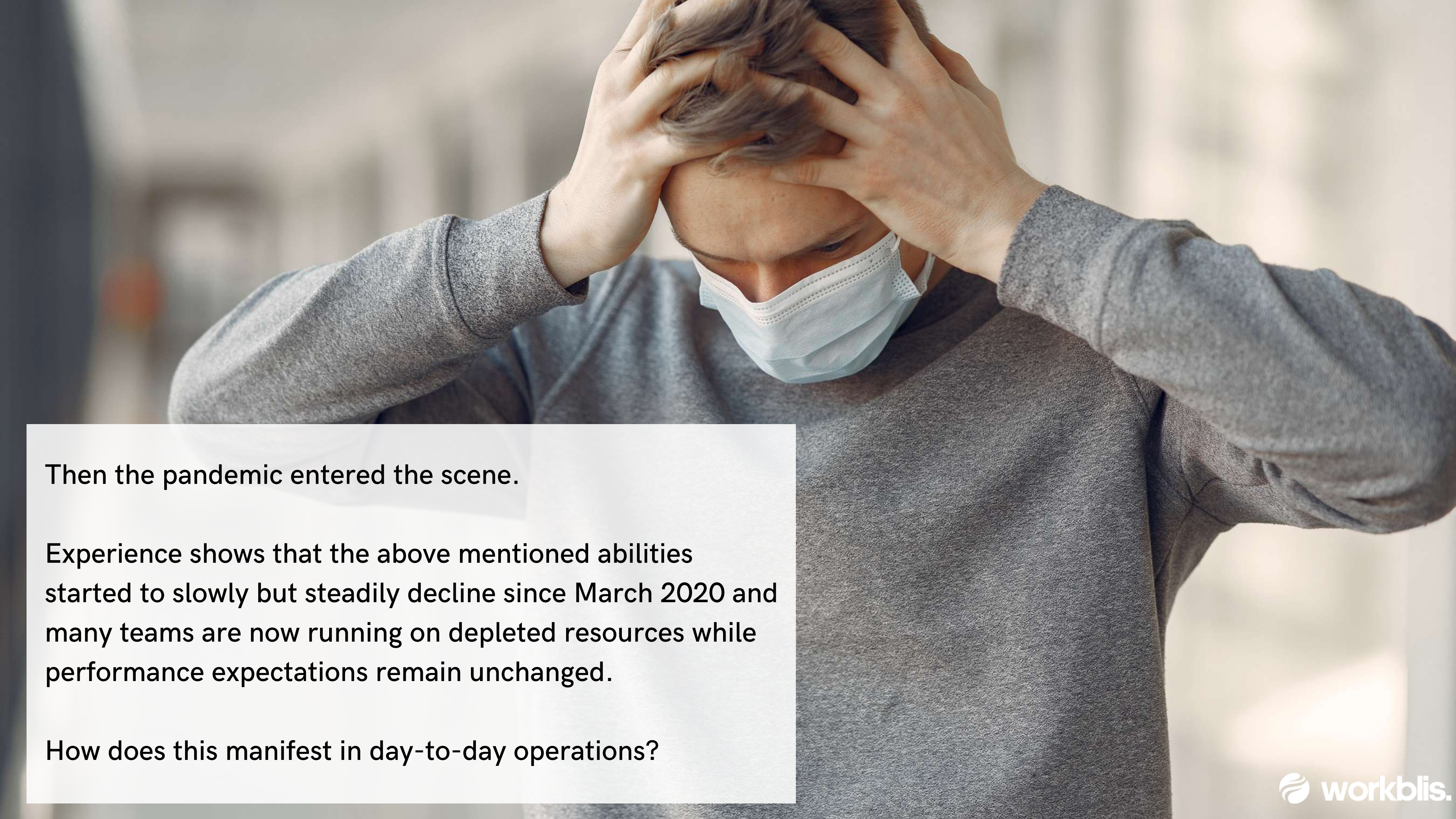
**SUPPORTING MENTAL, EMOTIONAL AND
PHYSICAL FUNCTIONING DURING COVID-19
FOR SUSTAINED TEAM PERFORMANCE
THE MANAGEMENT WELLBEING SERIES**



Delivering sustainable peak performance and acting as trusted advisors to clients used to require impeccable mental, emotional and physical functioning at the office on any given day.

Managers' and employees' success in delivering effective, innovative solutions while productively collaborating within their teams was largely dependent on their ability to:

- Tap into the abundant resources of the pre-frontal cortex for sophisticated high performance (mental factor)
- Manage emotions and stress, and jumpstart motivation through managing the limbic brain (emotional factor)
- Generate high quality physical energy through nutrition, movement, sleep and recovery (physical factor).



Then the pandemic entered the scene.

Experience shows that the above mentioned abilities started to slowly but steadily decline since March 2020 and many teams are now running on depleted resources while performance expectations remain unchanged.

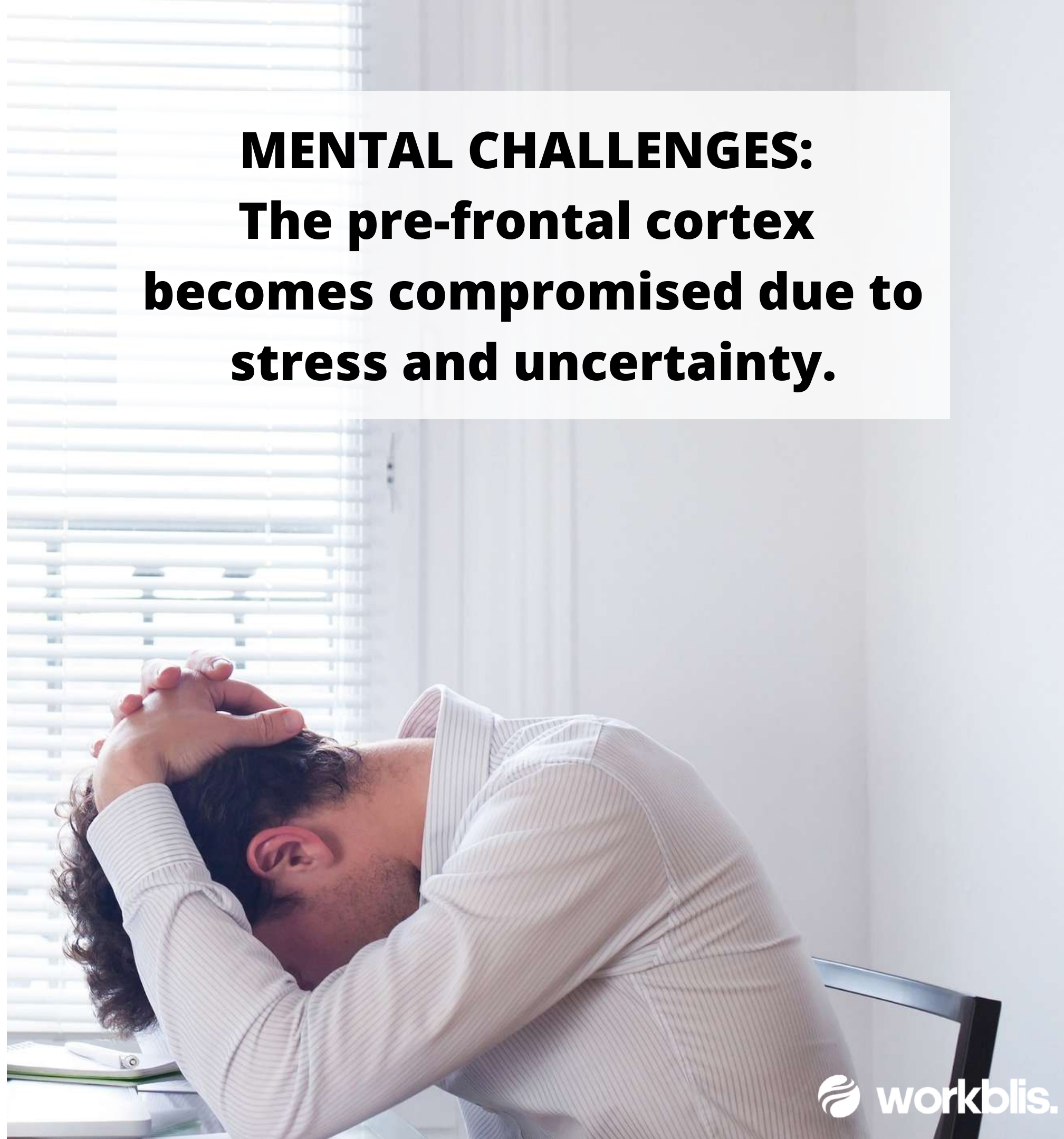
How does this manifest in day-to-day operations?

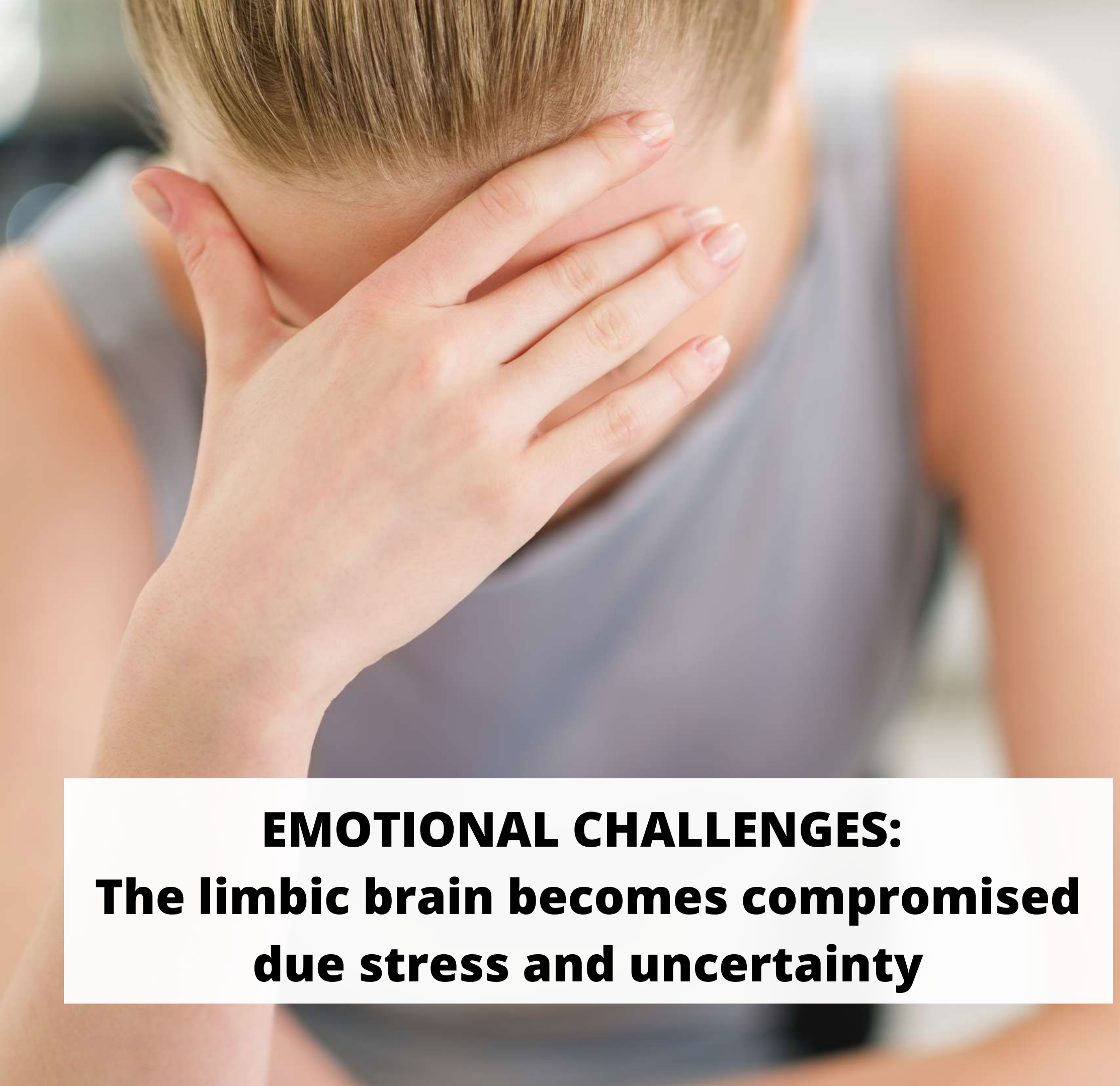
There is a decline in managers' and team members' ability to

- Sustain focus
- Form solutions and strategies.
- Consider and integrate multiple streams of information,
- Think critically under pressure, and
- Make decisions while navigating risks and uncertainty

As a result, performance quality suffers, and the ability to think creatively is temporarily blocked.

**MENTAL CHALLENGES:
The pre-frontal cortex
becomes compromised due to
stress and uncertainty.**





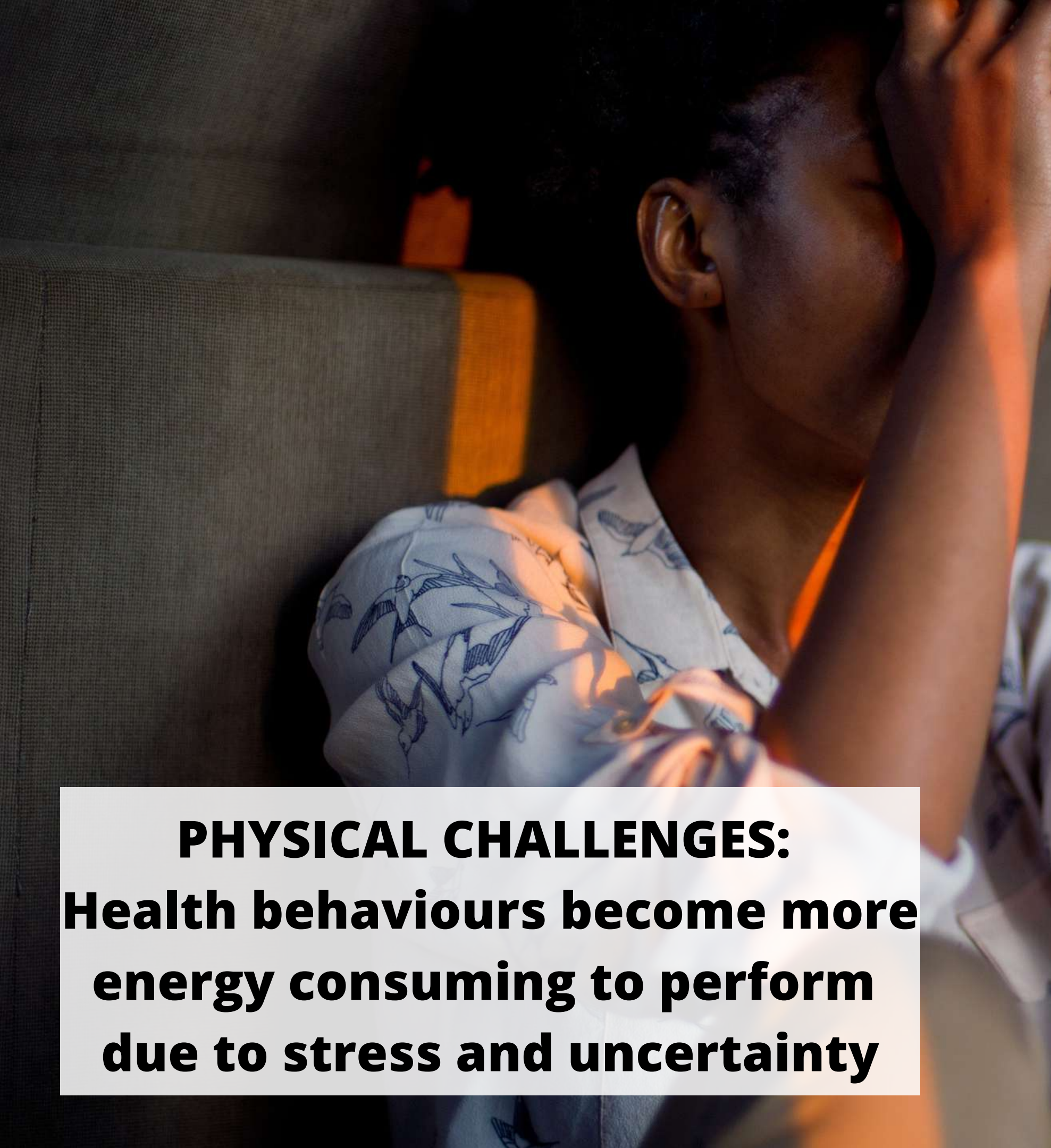
**EMOTIONAL CHALLENGES:
The limbic brain becomes compromised
due to stress and uncertainty**

There is a decline in managers' and team members' ability to:

- Successfully control acute and chronic stress
- Modulate difficult emotions
- Generate self-motivation
- Learn quickly and
- Cooperate openly and successfully

As a result, mental health suffers.

At the same time, mental health challenges are often difficult to recognise and talk about.



PHYSICAL CHALLENGES:
Health behaviours become more energy consuming to perform due to stress and uncertainty

Managers' and team members' ability to generate the physical energy needed for mental and emotional regulation is declining.

Experience shows that team members are not eating a wholesome diet, exercise and movement do not feature in their daily routine, and they are not taking appropriate, restorative breaks during the working days.

General fatigue and burnout are now becoming more common, further impacting existing mental health challenges.

**ADDITIONAL LEADERSHIP CHALLENGES:
Managers are confronted with the
increased demands of their leadership role.**

Managers are now asked to lead a remote workforce, actively monitor employee mental health, provide vision, guidance and inspiration, practical and often emotional support, and maintain a performance similar to pre-pandemic levels.

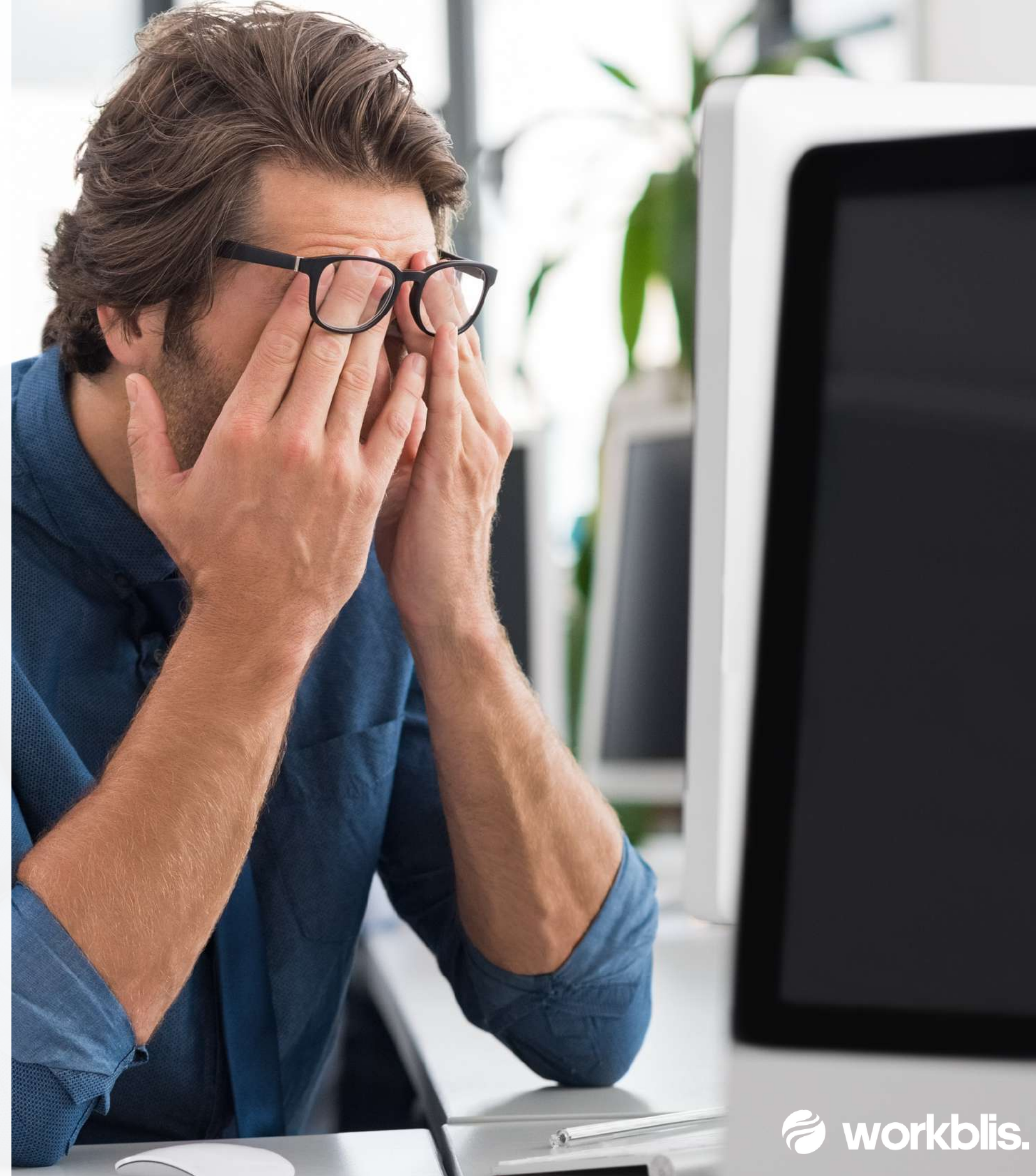
All this while managing their own wellbeing.

A tall order by any measure.

In these times conscious action becomes essential.

Therefore, this series is putting a spotlight on helping managers to re-establish their own wellbeing first through different self-care practices.

Then it aids them to channel this renewed energy towards helping their teams to establish a culture of wellbeing for increased engagement, cooperation and performance.



The Management Wellbeing Series covers wellbeing theory and practice to support managers in sustaining their own mental, emotional and physical wellbeing and managing the wellbeing of their teams.

Managers will be presented with state of the art research in positive and health psychology, neurobiology, neuroscience and crisis management, and will be introduced to simple but highly practical tips based on this research.

All tips and practices focus on re-introducing high quality energy into the brain, the body and into manager-employee, and team dynamics.

We present the following webinars in this series:



Building Emotional Resilience (Emotional Self-care)

The content of this webinar is based on the HeartMath Institute's cutting edge research on brain-heart science.

The HeartMath™ methods are used by organisations like NASA, Stanford Medicine, Cedars-Sinai etc. to increase wellbeing and people's resilience capacity, and decrease chronic pain (migraines, muscle pain, digestive issues, high blood pressure etc.) and fatigue.

The webinar is delivered by a HeartMath™ Certified Coach & Corporate Trainer. Corporate case studies [here](#).

- Emotions – the single biggest energy leaks
- How emotions impact the nervous and hormonal systems
- An introduction to the innovative research on: the new science of the heart, brain-heart communication, heart rate variability (measure of wellness), emotional and optimal functioning
- What is resilience and how it relates to stress, performance and burnout
- The *inner battery metaphor* and the 4 domains of resilience
- The *Depletion to Renewal Grid™* - exploring your personal emotional landscape
- How to navigate renewing and depleting situations during the day, conserving emotional energy
- Influencing others through positive emotions
- Intelligent energy management techniques to build emotional resilience





Building Mental and Physical Resilience (Mental and Physical Self - care)

- How to increase immune system functioning (70 percent of the immune system is housed in the gut): good and bad bacteria, anti-inflammatory diet, healing the gut naturally for increased energy
- How to fix sleep and recovery: reaching REM sleep, re-establishing lost circadian rhythm, new lifestyle choices
- Paying attention to brain health: giving more energy to the brain, leaving brain fog behind, reducing stress load and brain inflammation, the importance of micro changes
- Building mental resilience: stopping distractions and establishing boundaries for more focus, getting into flow states, conserving mental energy
- Building physical resilience: reversing exhaustion and working with your natural daily cortisol curve (quick tips for nutrition and basic natural supplements, and simple movement)
- Building spiritual resilience: the S.P.I.R.A.L. centring technique - finding meaning and inspiration in difficult moments

Managers' Impact on Team Health & Functioning

- 3 brains in 1: the reptilian, limbic, and new brain – we are wired for safety, connection, and goal achievement
- Requirements of the limbic (emotional) brain: the 4 types of safety required for switching from stress to wellbeing
- Managers as *guiding stars*: emotional co-regulation within the team and the polyvagal theory; how managers impact employees' brain functioning and thus performance
- Self-regulation 101 for managers: creating instant shifts in your mental, emotional and physical state
- 3 ways to increase safety within your team for increased emotional wellbeing
- 3 ways to increase belonging within your team for increased mental wellbeing
- Simple lessons learned from crisis leadership: the importance of information sharing & demonstrating competence and warmth





Navigating Employee Mental Health

- The extended definition of mental health
- The difficulties of recognising and talking about mental health issues
- Risk groups: team members to be actively monitored
- Recognising signs of declining mental health within your team: mental, emotional, and physical signs
- Unhelpful managerial behaviours in addressing mental health
- Authentic relating and emotional intelligence toolkit: initiating and leading a conversation about employees' mental health
- Providing personal support as a manager: employee wellbeing audit
- Providing institutional support as a manager: company channels, sources of information and practices around mental health (to be discussed with your organization's team members).

Establishing a Team Culture of Wellbeing

- Culture vs. culture of wellbeing: the importance of strategic change and intervention
- Moving away from the S.C.A.R.F. model based team practices (stopping team behaviours that shut down the brain)
- Self-reflection for managers: exploring current team practices negatively impacting wellbeing (working styles, digital communication, cooperation vs. competition, level of trust and openness, visibility and acknowledgement etc.) – short “chat harvest”
- Moving towards the P.E.R.M.A. model based team practices (re-wiring the brain and body for optimal functioning, happiness and wellbeing) Self-reflection for managers: future team practices to increase wellbeing - short “chat harvest”
- Team re-contracting exercise
- Increasing emotional intelligence: simple steps to establish a team culture of care and trust





Notes:

- The S.C.A.R.F. model explains: employees need for status, certainty, autonomy, relatedness and fairness
- The P.E.R.M.A. model explains: the five core elements of wellbeing i.e. positive emotions, engagement, positive relations, meaning, accomplishment/achievement
- The S.P.I.R.A.L. technique integrates: dimensions of support, passion, inspiration, respect, appreciation, and love

Wellbeing Strategy

The program is delivered by our lead Clinical Psychologist.

Each session leads on to the other. Workbooks are provided to leverage learning and encourage self reflection.

This can be delivered as a 10 week program (with sessions delivered every fortnight).

Each session, managers are given a set of practical awareness tasks (based on the tools shared within the webinar) - all of which are usually embedded within a typical day.

At the next webinar, managers discuss challenges, successes and breakthroughs - via breakout rooms - with common points discussed with the full group.

An additional tool that sheds light on personal stress responses would be the Wellbeing Assessment - which can be taken prior to the program.





This program is facilitated by Mariann G.

Mariann has a deep rooted passion for enhancing human potential. Her most recent academic training is an MSc in Health Psychology - University of Leiden (NL).

Her international corporate experience includes assignments with The European Commission, and PwC CEE region.

Expertise

- Training high-impact teams and individuals to create resilience, reduce stress and build coherence that translates into measurable improvements in mental well-being, vitality, quality of life and ultimately performance;
- Designing and implementing projects on: leadership development, heart-based leadership, employee engagement, finding inefficiencies in business processes, improving horizontal and vertical cooperation, aligned communication trainings, team building, change readiness audit;
- Consulting on strategic interventions to increase mental and physical well-being with a focus on primary, secondary and tertiary prevention strategies;
- Providing advise on corporate stress management (solutions for behavioural, physical and psychological symptoms of stress) and developing health behaviours that drive KPIs.



CONTACT WORKBLISS FOR FURTHER DETAILS

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