



EWAP WEBINARS & WORKSHOPS CATALOG

**EMPLOYEE WELLBEING AND
ASSISTANCE PROGRAM**



Mental Health Awareness

1. Mental Health Conversations Matter: Let's Speak Up!

Objectives: Raise awareness on mental health issues by addressing the stigma associated to mental health and the need to normalise conversations so that each of us can get or provide the right support when required.



Topics Covered

- ▶ Understanding mental health
- ▶ A short quiz to check participants understanding on myths associated to mental health and eliminating these myths with facts
- ▶ A deep dive into the stigma associated to mental health and some of the effects it can have on people
- ▶ How we can break this stigma and normalise conversations on mental health in our families and networks
- ▶ Some techniques on taking care of personal mental health
- ▶ A quick overview on the EWAP program, offerings and how to reach out

Duration: 60 minutes/90 minutes

Type: Session

2. First Responder Training

Objectives: Guide Human Resources and Well-being Champions to equip them with the basics of emotional wellbeing and how to respond to the employees when they reach out to them.



Topics Covered

- ▶ What is Emotional well-being?
- ▶ Wellbeing checklist
- ▶ Creating safe space
- ▶ Cultivating Skills for responder training
- ▶ Rapport building and active understanding
- ▶ Reflective listening
- ▶ Empathy skills
- ▶ Care model
- ▶ QPR technique
- ▶ Case study
- ▶ Maintaining confidentiality, Non-Judgemental and compassionate
- ▶ Directing the employee to Silver Oak Health professionals
- ▶ Doing a follow up

Duration: 90 Mins/4 Hours/6 Weeks **Type:** Session

3. Mental Health & Wellbeing for all - A Universal Right

Objectives: Acknowledging mental health as a universal human right affirms the intrinsic value of every individual's well-being, transcending backgrounds. This session illuminates this right, striving to remove barriers that hinder access to support. Through personal and collective advocacy, it fosters responsibility and empowerment, uniting us in the pursuit of universal mental well-being. In essence, "Mental Health and Well-Being for All" isn't just a topic; it's a call to action, uniting us in our shared humanity and a commitment to a world where everyone can lead a mentally healthy, fulfilling life.



Topics Covered

- ▶ Premise: What constitutes a right?
- ▶ Barriers: Why the lack of due attention?
- ▶ Resolution: Seeing mental health as a right

Duration: 60/90 Mins

Type: Session

Health And Wellness

1. Reclaim Your Energy: Overcoming Fatigue & Burnout

Objectives: The stressful lifestyle that each of us are currently leading can bring on exhaustion, emptiness and, in many cases, even lead to burnout. This session will help participants understand what burnout is and the impact it can have on our physical and psychological wellbeing. Participants will also get an insight into the five stages of burnout and learn how they can cope using the different types of rest.



Topics Covered

- ▶ Assess one's levels of burnout
- ▶ Understand burnout for parents and caregivers
- ▶ Explore the warning signs of burnout
- ▶ Learn about the stages of burnout
- ▶ Examine the contributing factors to burnout
- ▶ Cope with the 7 types of rest

Duration: 60/90 Mins

Type: Session

2. Rest in the Race: Dealing with Social Comparison

Objectives: This session encourages individuals navigate the negative impacts of social comparison by addressing misconceptions about happiness, time, and success. Strategies for coping with social comparison are provided, including self-awareness and gratitude. Emphasizing personal growth and self-acceptance, the presentation encourages individuals to find contentment amidst the pressures of comparison. By embracing their unique journey, individuals can cultivate a sense of peace and fulfillment while being exposed to such elements.



Topics Covered

- ▶ The Comparison Trap
- ▶ Comparison and Misconceptions
- ▶ Hustle Grindset to a Healthier Mindset

Duration: 60/90 Mins

Type: Session

3. A Journey into Myself: Identity & Mental Health

Objectives: The objective of this session is to highlight the importance of a holistic identity in mental wellbeing. The session will allow participants to introspect and identify the various dimensions to oneself. Building on this multidimensional self will enhance their psychological health.



Topics Covered

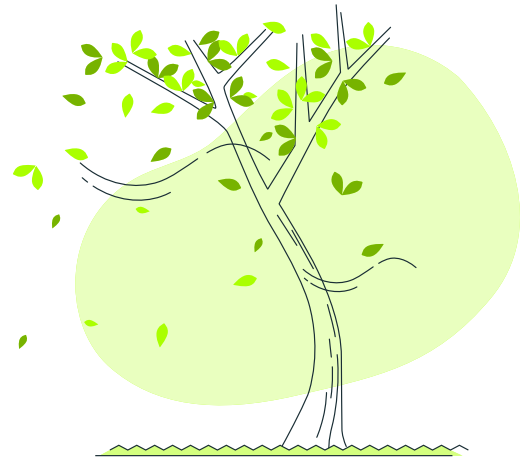
- ▶ What is my story? – Highlighting the link between identity & mental health
- ▶ Who am I? – Establishing one's identity
- ▶ Various dimensions of identity
- ▶ The journey of "I": Influences in identity formation
- ▶ Identification & Internalisation
- ▶ Beyond the ego: Achieving a holistic sense of self
- ▶ Outside-in focus
- ▶ Mindful approach to building self: Inside-out approach

Duration: 60/90 Mins

Type: Session

4. Draw a Tree

Objectives: The activity is aimed at helping employees identify various factors in their life that are affecting their sleep quality. It will also encourage them to brainstorm various ideas that they can use to adopt a good sleep hygiene. The employees can then plan and set goals that will help them implement these strategies regularly and establish a healthy sleep routine.



Topics Covered

- ▶ The activity will sensitise employees to understand that what they might consider as occasionally missing sleep could be developing into a more harmful disturbed sleeping pattern.
- ▶ Employees will gain an understanding of numerous aspects in their lives that affect their sleep quality. They will also be able to take away various techniques to enhance their sleep routine and increase their sleep quality.

Duration: 30/60 Mins

Type: Activity

Relationships

1. The Secrets to Successful Relationships: Building Strong Bonds

Objectives: Relationships are an integral part of our lives, shaping our experiences, emotions, and sense of self. Whether it's with our partners, colleagues, friends, or family, the quality of our relationships can make all the difference in our happiness and well-being.

This session is aimed at understanding the science behind building healthy, lasting connections. Drawing on the research of Dr. John Gottman, the session outlines valuable insights and tools that are key to building stronger bonds and creating meaningful connections.



Topics Covered

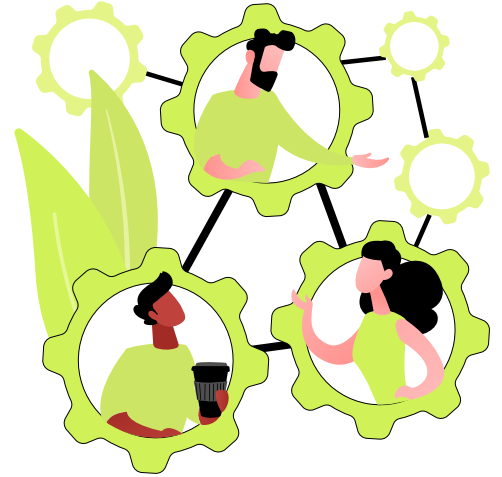
- ▶ Ways to building a deeper connection
 - Love map and languages
 - Fondness and appreciation
 - Bids for connection
 - Shared meaning
- ▶ Maintaining the emotional bank account
- ▶ The magic ratio
- ▶ The role of gratitude

Duration: 60 minutes/90 minutes

Type: Session

2. The Secrets to Successful Relationships: Navigating Conflicts

Objectives: Conflict is an inevitable part of any relationship. But whether it's with our partners, colleagues, friends, or family, the way we approach conflict can make all the difference in the outcome. This session delves into the tools and techniques that are imperative in navigating conflicts successfully. Drawing on the research of Dr. John Gottman, this session outlines strategies for avoiding negative patterns of interaction and approaching conflicts with a deeper understanding and awareness.



Topics Covered

- ▶ Unhealthy communication pattern – the four horsemen of the apocalypse -
 - Criticism
 - Defensiveness
 - Disrespect
 - Stonewalling
- ▶ Navigating and repairing conflict
 - Quality of relationships
 - Perpetuality of problems
 - Gentleness
 - Influence
- ▶ The role of physiology in conflict

Duration: 60/90 Mins

Type: Session

3. Gratitude Wall

Objectives: Life can be stressful at many points. During such stages, it is very natural to focus solely on what is not going well and ignore the things still working for us. This can cause us to feel more stressed and helpless. However, when we acknowledge the good aspects, we are able to identify the resources that we already have that is helping us cope on a day-to-day basis. This activity gives an opportunity to the employees to identify such parts of their life and lead them to experience feelings of contentment and other positive emotions.



Topics Covered

- ▶ The employees are able to take some time out of their busy schedule and reflect on the good parts of their life. This positively shifts their attention/mood and makes them more appreciative and thankful through their day. This in turn leads to reduction in stress levels, an increase in positive emotions and resilience to deal with any difficulties at hand.
- ▶ The employees are made to understand the benefits of gratitude and the fact that it takes only a few minutes to practice it each day. This is emphasised on, especially, as the long-term effects on practicing this activity are - Enhanced Well-being, Deeper Relationships, Improved Optimism, Increased happiness, better physical and mental health.

Duration: Flexible

Type: Activity

Leadership

1. Manager Sensitization for Emotional Wellbeing

Objectives:

- Describe sources and symptoms of stress
- Model supportive conversations in teams
- Make referrals if needed



Topics Covered

- ▶ 4 D's of mental health
- ▶ The relationship between optimum level of stress and performance
- ▶ Role of EMPATHY in supporting individuals under distress
- ▶ Referral conversations to guide team members towards professionals

Duration: 60/90 Mins **Type:** Session

2. Mindfulness for Leadership

Description: Leaders and managers in positions of power often tend to be hesitant to display vulnerability, particularly during times of crisis and high pressure, which can negatively affect their own mental well-being. Additionally, they may observe employees who are struggling with personal and professional challenges, which can further impact their stress levels.

The objective of this session is to provide leaders with insights into how to prioritize the well-being of their teams and to develop an understanding of leading mindfully. By the end of the session, participants will have a grasp on how to approach their team's wellbeing and the significance of mindful leadership.



The session will cover

- ▶ What is mindfulness?
- ▶ Mindfulness and Emotional Intelligence
- ▶ Key elements of Emotional Intelligence
- ▶ Managing Teams Mindfully
- ▶ Practicing Mindfulness

Duration: 60/90 Mins **Type:** Session

Mental Wellness

1. Secret to Sleeping Better

Objectives: An often ignored aspect of daily routine is healthy, quality sleep. The session helps participants understand the significance of sleep as a building block of holistic wellbeing. This reflection-based session encourages participants to redefine sleep as a part of the process and not just a reward. Participants will leave with an actionable plan to enhance sleep hygiene.



Topics Covered

- ▶ What is sleep, and how many hours does one need?
- ▶ Challenges to a good night's sleep
- ▶ Impact of sleep deprivation
- ▶ Sleep hygiene: strategies to practice for a healthy sleep routine

Duration: 60/90 Mins **Type:** Session

2. Emotion Wheel Wall

Objectives: Emotion awareness makes it easier to become more self-aware. We may take action to manage our emotions and work towards a healthier response when we take time to reflect and understand what we're feeling.



Topics Covered

- ▶ The activity will enable participants to become more aware of their emotions and to accept that they will experience a variety of emotions.
- ▶ Examining the basic emotions will allow the participants to see how they are expressed as well as the actions they motivate you to take.
- ▶ Learning to express and communicate emotions in a healthy manner, rather than suppressing, rejecting or ignoring them, is tremendously liberating.
- ▶ Participants will also be able to learn ways in which they can cope better and enhance their emotions.

Duration: Flexible

Type: Activity

Mindfulness

1. Mindfulness – Experiential

Objectives: Mindfulness is a practice that involves a moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment, through a gentle, nurturing lens.

This session will provide an understanding and experience of 'Mindfulness', with three evidence-based techniques that can be practiced for coping with anxiety and stress, along with other practical utilities of this approach.



Topics Covered

- ▶ Understanding thoughts
- ▶ Examining what mindfulness is and is not
- ▶ Mindful Breathing
- ▶ STOP technique
- ▶ 5 Senses Technique
- ▶ Practical Applications

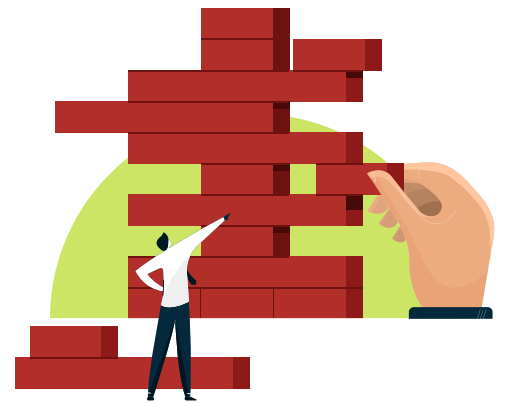
Duration: 60/90 Mins

Type: Session

Positive Psychology

1. Building Resilience

Objectives: Guide participants on how they can develop resilience, which can aid them to improve their emotional well-being and overall health



Topics Covered

- › Meaning of 'being resilient'
- › Characteristics of resilience
- › Why building resilience is important, especially in the current context
- › Factors that drain our resilience at work and where resilience comes from
- › How to develop resilience and the resilience bank
- › Strategies and methods to build resilience
- › Mental workout to build everyday resilience

Duration: 60/90 Mins

Type: Session

2. CAKE: Your Wellness Model

Objectives: The objective of this session is to guide participants towards a compassionate, accepting, kind, and empathetic world. The resources provided in the session aid them to extend these actions to themselves and others. The reflective activities and practical strategies highlight the ripple effect of these actions.



Topics Covered

- › What is C.A.K.E? - Explanation of the acronym
- › Everyday examples of compassion, acceptance, kindness & empathy
- › Encouraging a compassionate inner voice
- › Handy strategies to check the inner self-critic
- › Checklist to identify levels of self-compassion
- › An oath of commitment to be kinder and more accepting of oneself
- › Extending acts of C.A.K.E to others
- › Identifying people & supportive actions they need
- › Ripple Effect Of C.A.K.E

3. Count your Blessings: Unlocking the Power of Gratitude

Objectives: Gratitude is a feeling of appreciation or thanks. When people count their blessings, they tend to experience more positive attributes and have an enriching life. This session aims to understand the true meaning of gratitude, by ruling out the myths associated with it.

A deep focus is placed on understanding how the effective practice of gratitude helps us benefit at individual, social and organizational levels.



Topics Covered

- ▶ What is gratitude?
- ▶ Ways to practice gratitude
- ▶ Conveying gratitude
- ▶ Benefits of gratitude

Duration: 60/90 Mins

Type: Session

4. Wheel of Life

Objectives: When life is busy, or all your energy is focused on a special project, it's all too easy to find yourself off balance, not paying enough attention to important areas of life. While there is a need to have the drive and focus to get things done, taking this too far can lead to frustration and intense stress.

This exercise will raise awareness and allow to plan a life that is more satisfying and closer to one's definition of balance. It also helps clarify priorities for goal-setting. It gives an "helicopter view" of satisfaction with life in important predefined categories. By monitoring progress overtime, it will empower employees to create a fulfilling life.



Topics Covered

- ▶ The employees can use this activity as preparation for goal setting which will help them to identify the areas of life that they want to work on.
- ▶ The employees will be able to understand where they want to devote more energy and where they want to cut back, thereby improving their life balance.
- ▶ It will help employees to monitor their life balance as it changes over time.

Duration: 30/60 Mins

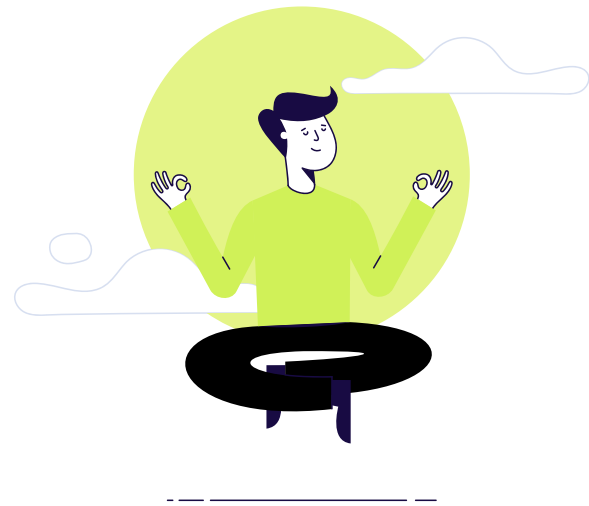
Type: Activity

Stress Management

1. Mind Over Stress: Practical Approaches to Stress Management

Objectives: The demands of work, family, social obligations in addition to the pressures of modern life is leading to unprecedented levels of stress and uncertainty among individuals. Hence, understanding the causes and effects of stress and learning how to effectively manage and cope with it has become more important than ever.

This session provides a deep understanding of what stress is, the various manifestations of stress and simple strategies to deal with the pressures of life. Ultimately, the goal of the webinar is to help attendees develop a comprehensive understanding of stress and its effects, as well as provide them with the tools and resources to manage stress effectively.



Topics Covered

- ▶ Understanding what is stress and why it happens
- ▶ Exploring the language of stress
- ▶ Exploring current stressors
- ▶ Understanding 'pressure' and how to deal with it
- ▶ Using practical ways to cope with stress.

Duration: 90/120 Mins **Type:** Session

2. Fight or Flight: A Response to Stress

Objectives: We all experience stress and respond to it in different ways. This session will help participants explore their way of coping with stress and help understand their go to responses in a stressful situation.

‘Do you fight, flight, or freeze?’ The response to this can make or break the situation one is in. Through this interactive session, participants will learn to create their safe space.



Topics Covered

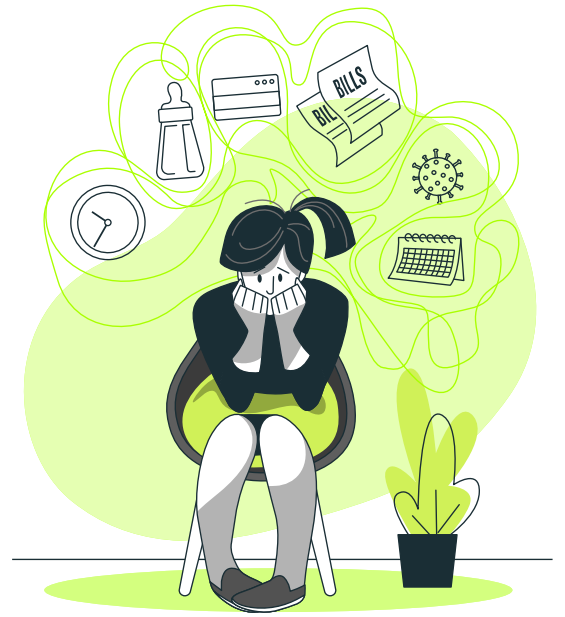
- ▶ Stress and types of stress – Healthy & Unhealthy
- ▶ The different responses to stress – fight, flight or freeze
- ▶ Reflective activity to explore individual responses to stress
- ▶ Creating a de-stressing and safe space
- ▶ Quick guide to Silver Oak Health Employee Wellbeing and Assistance Program

Duration: 60/90 Mins

Type: Session

3. What Stresses you Out?

Objectives: Everyone has stress at some point in life and this is a fun activity to pin point what the participants are stressed about in an anonymous manner. Once identified, measures can be taken to manage it.



Topics Covered

- ▶ This activity helps understand what the participants as a group are stressed about and what possible measures can be taken to manage these stressors.


Duration: 45 Mins

Type: Activity




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