

Fisher & Associates Solutions

Organizational Health & Employee Wellness Specialists
Successfully Addressing Workplace Stress, Burnout & Trauma

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Build Capacity

Promote Resiliency

Increase Coping Skills

THE STRESS-BUSTER WORKSHOP SERIES:

Preparing Facilitators to Deliver Four Specialized Half-Day Programs

A FIVE DAY TRAIN-THE-TRAINERS PROGRAM PROVIDED BY FISHER & ASSOCIATES SOLUTIONS

Developed by: Lynda Monk, MSW, RSW, Monica Flexhaug, MHS, & Jane Katz, MA, RCC, CHRP . ©2008.

BACKGROUND

This 5-day Train-the-Trainer Program equips Facilitators to provide a set of 4 specialized half-day workshops. These workshops have been specifically designed as practical wellness and stress management strategies that can be applied by staff as part of their overall self-care effort.

These programs enhance the ongoing capacity of internal Organizational Health and Employee Wellness programs following provision of our intensive 2-day core Workplace Wellness Program. These programs:

- Provide personal and professional development that builds on the learning and commitment to wellness initiated during the core wellness training program
- Communicates to staff that they are being heard
- Respond to the content of the “wish lists” created during the wellness training program
- Provide support and inspiration to the wellness facilitators

SHIFT WORK: THE SELF-CARE CHALLENGE

There are many unique challenges for shift workers (and their families) and the shift work reality can create havoc with a person's overall sense of well-being. One of the main challenges is the inconsistent sleep cycles that the body is forced to endure as a shift worker. This ½ day session will take a close look at the impact of shift work on well-being and the work-life continuum while exploring successful strategies for wellness in this context.

THE ART OF SUCCESSFUL COMMUNICATION

This workshop will explore the nature of “crucial conversations”, those conversations that can be difficult to have with one another yet are so very important (for example, if you are having an issue with a colleague how

do you dive into the needed conversation to address the issue without creating conflict and hard feelings). Many staff note conflict with colleagues as a major stressor in their work lives. This training will help develop strategies for talking about the tough stuff successfully while also assessing your own communication style.

PEER SUPPORT THROUGH THE USE OF LIFE-COACHING SKILLS

Research shows that peer support is one of the greatest mitigating factors to help prevent burnout and manage stress in high stress work environments. Peer support can be influenced and enhanced through the use of key coaching skills such as level 3 listening, acknowledging and championing. These powerful coaching skills will be introduced and practiced during this workshop.

STRESS REDUCTION STRATEGIES: THE MIND-BODY CONNECTION

The relaxation response is the state of being where you are relaxed (not in a stressed state, or fight or flight mode) and is the body's natural antidote to stress. The relaxation response is demonstrated to have many benefits including:

- Supports health and well-being
- Promotes creative thinking, problem solving and memory
- Helps us interact more effectively

This workshop focuses on the need for the body and mind to experience a relaxed state in order to function optimally. Visualizations (guided imagery), progressive relaxation and breathing exercises are three powerful techniques for reducing stress and helping to bring about the desired relaxed state in mind and body. During this workshop, these three techniques will be experientially taught.

CANADA

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