

# Return to the Workplace Seminar Topics, Workshops & Wellness Experts

Looking after your team  
during Covid-19 & Returning to the Workplace



looking after you always

# Your Health and Wellbeing Partner

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We are living in unprecedented times. Never before has there been such change in the workplace, for employers and employees. And while your business adapts and evolves, we wanted you to know that we are still here, looking after you always.

With **laya healthcare** you have access to the largest Health and Wellbeing team in Ireland. So, for advice on how to handle the new ways of working, for support on speaking to children about Covid-19 (coronavirus), for guidance and training on mental wellbeing or if you simply want to stay active, healthy and fit, then our team of experts are here for you.

As part of the Return to Work Safety Protocol issued by the Government of Ireland, Employers are obligated to address Mental Health and Wellbeing as part of their return to workplace planning, and should put in place support for workers who may be suffering from anxiety or stress.

The Seminar Topics and Mental Health Workshops have been redeveloped to empower your employees but also help you fulfill your employer obligations as part of the protocols.



# Return to the Workplace Mental Health Digital Seminars



During this time, you and your team will face work and life challenges that have never been seen before, and we want to make sure you all have the information and tools needed to be as happy and as productive as possible. All our Health & Wellbeing seminars are now available via live video link.

Please see below our seminar topics that been designed especially for the Return to the Workplace, for those back in the workplace, remote working or for those using a blended approach.

## Finding Balance

Managing our work/life integration as our normal habits have been overturned by Covid-19 has become a key issue for employees. Our Psychologist will provide you with practical strategies on how to take control of the overwhelming situations we often find ourselves in.

## Building Resilience

Giving your team some of the best, research -led strategies to build resilience in their daily lives and help them combat life's stressors when they come knocking.

## Overcoming Anxiety

Return to the Workplace will create anxiety for many employees. Our psychologist will teach employees coping techniques, give tips on relaxation techniques and how to deal with things outside of our control.

## Discovering Mindfulness

The Coronavirus has caused a major shift in how we live. Mindfulness offers us ways to help us deal with that shift. This introduction allows employees to discover mindfulness and its benefits.

## Remote Working Top Tips

Advising your team of tactics they can add into their routine to ensure a smooth transition, maintain productivity and create a sense of camaraderie with co-workers.

## Coping with Stress

Work stress, family stress, financial stress... Covid-19 and Returning to the Workplace has created a wide variety of stressors for employees. This seminar provides practical strategies for managing stress, helping to improve feelings about anxiety & stress in different situations.

## Technology, The News and Mental Wellbeing

Dealing with the 'Always On' news cycle of Covid-19 and how to cope with news as you hear it, but also how to protect yourself from developing a dependency on accessing social media and other news channels.

## Maintaining Social Connections

In this seminar you will learn how to keep employees engaged and help them maintain social connections whilst working remotely.

## Mental Health Management in Returning to the Workplace

This seminar considers how changes in social distance norms may impact employee interactions. It looks at how to navigate blended working schedules to encourage experience of inclusion, how to address uncomfortable situations where guidelines are not being followed, and understanding how different experiences of return to the workplace may impact people in different ways.

For more information and to book, please contact your laya healthcare Account Manager.

# Other Seminars



We've also adapted our range of seminars below to support employees during this period of change and uncertainty.

**Setting up your Ideal Home Workstation** For most of us who are going to be working from home for the first time, getting the correct home office setup presents a problem. Some of us may have only a desk and chair but may not have the adjustability needed to provide a suitable long-term work environment. When setting up your working from home environment there are some important ergonomics basics to consider.

## Posture Problems at Home

Keeping your body in a neutral, relaxed position while working is key to avoiding the onset of musculoskeletal problems ranging from neck, shoulder, back problems, to hand-wrist problems and leg problems. In this seminar, we will look at some common problem areas and solutions.

## How can Anxiety Impact Sleep

Although sleep has always been a priority for health, the world is having to adapt to unprecedented changes to our routines. One of the core foundations of our mental wellbeing is sleep, so this seminar will cover how to manage sleep when stressed, anxious or worried, how to create a healthy sleep routine when our days lack structure, as well as the impact of sleep on stress and anxiety.

## Emotional Eating

With all the dramatic change in our lives, many people are finding themselves mindlessly eating during times of stress in an effort to cope. This seminar will educate you on how to identify stress, why we turn to food and how to overcome this unhelpful habit so that you can go about managing stress in healthier ways

## Healthy Weight Management

One of the biggest concerns during the Covid-19 pandemic is expanding waistlines. From constant snacking to no routines and gyms closed, it can seem as if it is inevitable. Although gaining weight is by no means a serious outcome of this crisis, it is avoidable with some effort and guidance. In this seminar we focus on the common pitfalls that you might find yourself in and how to overcome them. The goal is to keep our health at its optimum and a healthy weight is part of this equation.

## Establishing new Parenting Routines during Covid-19 and beyond

At the moment people everywhere are struggling to make sense of the new 'normal'. There is a risk that every day could simply blend into the next if we allow them to. Establishing consistent daily and weekly routines is a way for parents and their children to feel there is some certainty during Covid-19 isolation. This seminar will discuss why creating easy to follow "win-win" routines is the core of positive parenting.

**Supporting Teenagers & Young Adults** Having older children in the house during Covid-19 may be less labour intensive than with younger children, but it is certainly not without its challenges. Older children may not feel quite so thrilled at the prospect of being separated from their friends for any period of time. This time also presents challenges around schooling and development at a crucial time in their lives. This seminar gives some tips for parents on how to deal with these challenges.

For more information and to book, please contact your Iaya healthcare Account Manager.

# Our Expert Team - Connecting you Virtually



**Using video conferencing technology, we can now connect your team members to our Wellbeing Experts even during the disruption caused by Covid-19 and the Return to Work.**

Team members can book a 1 to 1 15/30/60-minute video consultation with some of our leading Health & Wellbeing experts to give them the comfort and reassurance that they need:

- 1. Parenting Expert:** Advice and support on coping with the challenges created by Covid-19 and children not being in school or creche.
- 2. Dietitian:** Expert direction on how to eat right, manage weight and battle food intolerances under these new working and living conditions due to Covid-19.
- 3. Sleep Expert:** Practical techniques on healthy sleeping habits, and information on how to create a better sleep environment during these stressful times.
- 4. Ergonomics Expert:** Remotely get advice on home office set up and best practices, to help you avoid neck, back and shoulder pain and other issues.
- 5. Physiotherapist:** Advice on how to carry out some self-treatment with hands on techniques under the Physiotherapists' guidance.
- 6. Psychologist:** Providing support and sign posting to employees who are experiencing mental health difficulties.
- 7. Financial Experts:** Chartered and Qualified Financial Advisors providing direction and support to employees in case their financial situation has changed during Covid-19.
- 8. Healthcoach & Personal Trainers:** 1-to-1 support and access to the new and improved Healthcoach App to assist employees improve their lifestyle and achieve their health & wellbeing goals.



For more information and to book, please contact your Iaya healthcare Account Manager.

# Training to Manage Mental Health



**This is a tough time for your team emotionally and they may need some additional support for themselves and their loved ones. We can develop a tailored training package to meet your company's requirements for managing mental health during Covid-19 & the Return to the Workplace.**

All of our workshops have been redesigned to be specifically helpful for the attendees within the context of Returning to the Workplace and Remote Working environment. All content is constantly reviewed and updated by our team of Organisational Psychologists.

The workshops will contribute to employer's adherence to the *Return to Work Safely* protocols, while also giving employees key skills and coping mechanisms.

The following are available through video conference for **12 employees per workshop**:

- 1. Return to the Workplace - Employee Mental Health Workshop** The Employee Mental Health Workshop, suitable for all employees working at a general team member level, educates, informs and empowers your team around all aspects of mental health.
- 2. Return to the Workplace - Manager Mental Health Workshop** Building on the employee focused workshop, our Manager Mental Health Workshop provides general psycho-education around general mental health, but also includes modules designed to train managers in monitoring and safeguarding their team members' mental health.



For more information and to book, please contact your Iaya healthcare Account Manager.

# Return To Work Course for Managers



**Managers play a critical role in supporting your wider organisation's Return to the Workplace and are on the front line of guiding and nurturing employees. By informing and training managers in the mental health implications of returning to working and remote working, you'll better equip and support your entire organisation.**

## Course Includes:

### 1. Initial Organisation Consultation

A member of our team of Psychologists will join a virtual, 1 hour consultation with your Account Manager and your HR Team to discuss the course, its roll out and any nuances we should understand about your organisation. We will inform the team delivering the course of these findings, and make adaptations where necessary.

### 2. On Demand Webinars

We'll give your managers access to 4 on demand webinars for them to work through in their own time. These webinars: *Finding Balance*, *Building Resilience*, *Overcoming Anxiety* and *Coping with Stress* have all been adapted in response to Covid-19 and Return to Work.

### 3. Return to the Workplace - Manager Mental Health Workshop

Building on the employee focused workshop, our Manager Mental Health Workshop provides general psycho-education around general mental health, but also includes modules designed to train managers in monitoring and safeguarding their team members' mental health.

### 4. 1 to 1 Consultation with Psychologist

Each manager will have access to a 1 -1 60 minute session with a Psychologist. This an opportunity for the manager to discuss in confidence any of their own fears and anxieties around Return to Work, and giving them the tools and signposting to manage going forward.

**Please note that this course is available to managers in groups of 12 only.**

For more information and to book, please contact your Ilaya healthcare Account Manager.

# Pricing

	€
Seminars	€420
Workshops	€750
1-1 Consultations - full day	€770
1-1 Consultations - half day	€385
Return to Work Course for Managers	€3000 (for 12) + €2,500 for every additional group of 12





Please get in touch with your laya healthcare Account Manager and they will be happy to facilitate any bookings that you require.

For more Health & Wellbeing tips, follow us on:



Healthcoach available to members aged 18+.

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