Redesigning Wellness offers training for leaders, informal leaders, teams, and your overall employee population.

All of our training courses are built on neuroscience principles to help your employees learn best. We design our sessions to keep participants engaged with short segments of information to maximize their “attention budgets.”

Your employees can expect an active learning environment with dynamic facilitated discussions. Participants are encouraged to use their time with us to learn from each other, sparking new ideas for taking action in their work and in day-to-day life.

Each topic can be presented virtually and at in-persons events, such as leadership meetings, team gatherings, and company meetings.

Our catalog is categorized into the following topics:

**Leadership (and Informal Leadership) Training**

**Mental Wellbeing and Resilience Training**

**Career Wellbeing Training**
Leader Self-Awareness Inventory

"As a leader, the first person I need to lead is me. The first person that I should try to change is me." — John C. Maxwell

Self-awareness in leadership separates good leaders from excellent leaders. Leader effectiveness is either hindered or amplified based on how well leaders understand themselves. It also serves as a foundation for strengthening any other leadership skills.

It’s important for leaders to understand their impact on the team they lead, how they show up (in calm and chaos), and how they leverage their strengths and account for blind spots.

Fully Engage Your Team by Reducing Social Threats

Much of our motivation driving social behavior is governed by the principle of minimizing threat and maximizing reward. Through neuroscience, it has been found that social needs are treated in much the same way in the brain as the need for food and water.

The SCARF model, created by David Rock of the Neuroleadership Institute, creates a framework that captures the common factors that can activate a reward or threat response in social situations (aka leading teams). The SCARF model involves five domains of human social experience: Status, Certainty, Autonomy, Relatedness and Fairness.

Labelling and understanding these drivers draw conscious awareness to otherwise non-conscious processes. Knowing the drivers that can cause a threat response enables people to design interactions to minimize threats. Secondly, knowing about the drivers that can activate a reward response enables people to motivate others more effectively by tapping into internal rewards, thereby reducing the reliance on external rewards such as money.
Building Trust for Maximum Engagement

Trust is a crucial element for fostering a positive and engaged work environment. Gallup research reveals that highly trusted workplaces have 50% higher employee productivity, 13% fewer sick days, 74% less stress, and 40% less burnout.

Unfortunately, only 23% of U.S. employees strongly agree that they trust the leadership of their organization (March 2021 Gallup Panel survey). Trust takes years to build, seconds to break, and forever to repair.

Every day, leaders are either building or breaking trust with their team. Building trust is a continual process and an important one that begins on day one. It takes time but as you can see from the stats above, it’s worth it.

Building Emotional Intelligence

Emotional Intelligence is the ability to manage both your own emotions and understand the emotions of the people around you. It’s comprised of self-awareness (covered in the first training), self-regulation, motivation, empathy, and social skills.

Leaders with high emotional intelligence have an easier time assessing the emotional and psychological state of their staff, which is positively related to their teams’ job satisfaction.

This training takes a deep dive into self-regulation and leading with empathy.
Effectively Dealing with Interpersonal Issues

One of the most difficult leadership challenges is dealing with the feelings that surface when conflict happens. This can cause leaders to put off conversations they need to have, ultimately prolonging the conflict and eroding trust. This session addresses how to mentally overcome the discomfort of addressing interpersonal conflicts and create a path forward.

Managing Change

Seventy percent of change programs fail to achieve their goals, largely due to employee resistance and lack of management support. Even worse, it can take two years to know those plans failed.

On a positive note, when people are truly invested in change it is 30% more likely to stick (McKinsey). During any organizational change, it’s vital to acknowledge that for most, change puts our brain in a threatened state, which creates emotions, a loss of focus, and anxiety. This session is for Managers who are leading through a specific change.
New Leader and Informal Leader Training Topics

Finding the Leader Within (informal or aspiring leaders)

Leadership. It’s a word that means many things to many people. Some individuals may associate it with a bad boss they’ve had (or have) or not understand why it’s important if they don’t have an official leadership title. Leadership can seem glamorous, intimidating, and confusing all at the same time.

In this session, we’ll focus on the most important leader in one’s life — self! By focusing on one’s self, individuals learn how to take control of their own success while getting results for their organization.

New Leader Training

Being a new leader comes with a lot of responsibility. What gets an individual promoted won’t necessarily help them become a high performing leader. If new leaders aren’t formally trained, new leaders will be left to learn as they go, potentially leading to issues engaging their teams.

This training is a two-part series that prepares new leaders for what to do in their first year of leadership.
MENTAL WELLBEING AND RESILIENCE
Everyday Resilience: Rewrite Your Response to Stress

There are some serious demands placed on your employees. Between their work, personal lives, and all they want to accomplish, the demands can feel never-ending. Put these demands on top of the COVID experience, and it's a recipe for burnout.

The reality is these demands aren't going away anytime soon. Since the pace and intensity of life is not likely to change, it's more important than ever to learn the skill of resilience.

Resilience is the skill of adapting well in the face of adversity, threats, or significant sources of stress. Although some people tend to be more resilient than others, the skill of resilience can be learned.

Participants will come away from our training with a better understanding of how to handle challenges, adapt to stressful situations, and be more solution-oriented.

The topics available to be covered are described below.

Physical Care for Resilience

This session underscores the importance of sleep on our resilience: covering the benefits of sleep, identifying barriers to quality sleep, and sleep tips.

Emotional Resilience

When a stressor comes your way, how quickly do you emotionally bounce back? This session defines emotions, asks participants to identify what emotionally challenges them, and walks through a framework for managing emotions.

Mastering Your Mindset

It’s not the adversity itself, but how we respond to the adversity that matters how our life’s story will develop. This session walks participants through common negative thinking patterns and how to reframe unhelpful thoughts.

Finding Meaning

What really matters to you? Understanding what's important to you and what matters most can greatly enhance your resilience. In this session, participants learn the connection between resilience and purpose and get started on the path to discovering what's most important to them.
The Critical Elements of Wellbeing

Are your employees thriving, struggling, suffering (or somewhere in between)?

Most organizations focus on physical health as the sole driver of wellbeing, leaving out critical elements that need to be addressed. According to Gallup, there are five interconnected elements of wellbeing that are the basis for a live well-lived - career, social, financial, physical and community wellbeing.

Although 66% of people are thriving in one of these elements, just 7% are thriving in all five. If we are struggling in any one of these domains, it damages our wellbeing and wears on our daily life. On the flip side, those who have thriving wellbeing are healthier, happier and more engaged.

Work-Life Integration: Strategies for Success

"The world will ask you who you are, and if you don’t know, the world will tell you." — Carl Jung

The concept of work-life balance is particularly important in today’s fast-paced and demanding work environment, where technology has blurred the lines between work and personal life. The pressure to constantly be available and productive can lead to burnout and stress, affecting both our mental and physical health. As workers across every sector face burnout and employers navigate an ever-evolving landscape of work, it begs the question, “is work-life balance actually possible?”.

While it can be difficult to achieve perfect balance between work and personal life, there are many strategies that can help individuals find a greater sense of harmony and fulfillment. In addition, organizations that prioritize employee well-being and offer support for work-life balance initiatives are more likely to attract and retain top talent, foster a positive company culture, and boost overall productivity and profitability.
CAREER WELLBEING TRAINING
Maximize Your Career

Do you like what you do most days? Only 20% of survey respondents can give a strong “yes” in response to that question. Career wellbeing is so fundamental, if it’s not right, it drains other areas pretty quickly. Gallup found that those with low career wellbeing begin to disengage from work after just 20 hours of work in a given week.

On the flipside, employees who have a high career wellbeing are more than twice as likely to be thriving overall and are more engaged at work. This training guides employees on how to identify and leverage their strengths, understand what tasks energize them, and reflect on where they want to grow. Participants will walk away with clarity on their career goals and an action plan to enhance their career wellbeing.

The Reflected Best Self-Exercise™ Assessment

Help your employees see their best selves through this researched backed training developed by the University of Michigan's Center for Positivity Organizations.

The Reflected Best Self Exercise™ (RBSE) is a personal development tool that helps individuals see who they are at their best, engaging them to live and work from this powerful place daily. The RBSE enables individuals to gain insight into how their unique talents have positively impacted others and gives them the opportunity to further leverage their strengths at work and in life.
**SCHEDULE YOUR TRAINING TODAY**

**1. Schedule a Discovery Call**

We'll work with you to determine your company’s pain points and the underlying causes that our training may solve.

**2. Choose the Relevant Training Topics**

We'll partner with you to find the training approach to get you the results you're looking for.

**3. Train Your Workforce**

We aim to make working with us as seamless as possible so you can focus on your other job responsibilities.

www.RedesigningWellness.com