

W Faces of Workplace WELLNESS

The Advantages of Bringing
Your Team to The Global
Workplace Wellness Summit

- Pg. 32

DEI & WELLNESS
The Missing Links

- Pg. 3

The Impact of Equitable
Work on Health Outcomes

- Pg. 6

Seven Reasons Employee
Wellness Will Boost Your
Bottom Line

- Pg. 13



GLOBAL WORKPLACE
Wellness Summit

Contents

- 06** The Impact of Equitable Work on Health Outcomes
- 10** Designing for Wellbeing, Diversity, Equity, and Inclusivity
- 13** Top Seven Reasons Why Employee Wellness Is Essential to The Bottomline of Organizations Post Covid-19
- 17** Global Workplace Wellness Summit Speakers
- 18** Solving The Feedback Gap
- 23** De-Coding The Psychological Health and Safety Standard
- 26** Is Coaching The Great Equalizer in the Push for Diversity and Inclusion In The Corporate C-Suite
- 32** The Advantages of Brining Your Team to The Global Workplace Wellness Summit
- 37** The Importance of Making Well-being A Pillar of Your DEI Strategy
- 40** How To Make Sense of a Difficult Conflict Situation
- 48** The Magic of Movement for Ultimate Brain Body Wellness
- 53** 2021 Summit Agenda

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Publisher's Corner



Welcome to the Fall issue of Faces of Wellness Magazine. This issue is focused on the Global Workplace Wellness Summit and the many speakers and presenters who will be coming together in the global collaboration to improve workplace well-being, for professionals around the globe.

As a professional, I cannot recall a time when the health and wellness of our world have been so fragile. This calls for a different approach to health and wellness, more than just paying lip service.

Workplaces today, can no longer wait to see if things will get better. As leaders, you must act now to ensure that you are holding onto good talent and sustaining the culture of high performance needed to carry your organization through. The 4th Annual Summit happening November 8 -10, 2021, will showcase speakers from all over the world.

As a young girl growing up in the Caribbean, I often dreamed of ways to make things better as I worked in the kitchen to prepare meals for my family. I loved to cook and always felt that there was a good recipe for every occasion.

The Summit brings together speakers and presenters from around the globe who will share their individual recipes with us to address the complex issues of diversity inclusion and equity, leadership, high performance, and well-being at work to ensure that professionals around the globe receive the support and strategies to combat mental health, chronic disease, and stress-related diseases.

I welcome you to Summit 2021.

Joyce Odidison
Publisher



CANADIAN CONGRESS
ON INCLUSIVE DIVERSITY AND WORKPLACE EQUITY
CONGRÈS CANADIEN
SUR LA DIVERSITÉ INCLUSIVE ET L'ÉQUITÉ EN
MILIEU DE TRAVAIL

DEI & WELLNESS: The Missing Links

Lunch and Learn Session

Join Global Workplace Wellness Summit pre-summit conversation in collaboration with The Canadian Congress on Inclusive Diversity and Workplace Equity

A compelling look at what it will take for organizations to become truly diverse, equitable, and inclusive

Participants will leave with an understanding of:

- DEI as a global conversation and how to approach it
- Six hot button topics that are impacting your bottom line today
- Key actions you can take to make DEI a reality in your workplace

GET the Recording

for the Lunch and Learn and jumpstart your Summit learning

Presenters



Alex Ihama
Executive Director,
Canadian Congress on
Inclusive Diversity &
Workplace Equity



Joyce Odidison
President,
Interpersonal Wellness
Services Inc., and the
Global Workplace
Wellness Summit



Carrie Burd
DEI & HR Expert
and Consultant



Dr. Mamadou Ka
Researcher,
Professor and DEI
Expert & Trainer



Mim Senft
President,
Global Women 4
Wellbeing

www.globalwellnesssummit.com

Editor's CORNER



Welcome to the fall issue of *The Faces of Workplace Wellness*, where we aim to provide you with a well-rounded, inside look into workplace wellness issues around the world.

We are proud to be a partner with the *Global Workplace Wellness Summit* and share in the vision to cast a spotlight on workplace wellness issues and provide much-needed support and education to professionals worldwide. With the 4th annual summit only weeks away as this issue goes to press, our excitement for the upcoming event is palpable.

To reflect this, the fall issue has been dedicated to the core themes of the *Global Workplace Wellness Summit*, including DEI, employee mental health and wellbeing, psychological safety at work, and, of course, the impact of COVID-19 on employee wellness and how organizations can rebuild smarter in its wake.

To show your support and dedication to workplace wellness, [apply for your free pass to this years summit here](#).

As always, I invite you to share your challenges and successes with our international readership of wellness professionals and to showcase your contributions and inspire more innovations in workplace wellness.

Andrew Wilkinson

Editor,
The Faces of Workplace Wellness

As a professional Copywriter and Digital Marketing specialist with over a decade of experience in corporate training and development, Andrew believes in the power of coaching to empower people, enrich lives and challenge perspectives. Since 2019 he has been using his skills in language and communication, as a copywriter and digital marketer, to help coaches and educators reach bigger audiences and impact more lives. Andrew has a following on social media and can be reached on [LinkedIn](#) or [Instagram](#).



Learn and Share

Leading Workplace Practices to Support a Healthy Population and High Performing Economy

Come to learn and be inspired by the Workplace Health and Performance Charter signatories as they share their leading practices.

Learn how they overcame challenges, and how they are helping to achieve a shared vision of a healthy population and high performing economy.



Graham Lowe, PhD and **Victoria Grainger, MBA** will lead an inspiring and thought-provoking session including a review of workplace trends, a panel discussion, and intimate breakout sessions. The two topics that will be focused on include:

- Addressing the Great Resignation with Effective Recruitment and Retention Strategies
- Return to the Physical Workspace and Hybrid Environments that Support Employee Health and Productivity

This session will be an opportunity to network with leaders, learn leading workplace health and performance practices, and discuss ways we can work together to create a movement of workplace health, well-being, and performance across the globe. An initiative of Wellness Works Canada.

**REGISTER
NOW**

TIME: **DAY 1**
2:15pm CST **NOVEMBER 8,**
2021

www.globalwellnesssummit.com



GLOBAL WORKPLACE
Wellness Summit

The Impact of Equitable Work on Health Outcomes

Have you ever considered how many of our waking hours are spent working?

According to Statistics Canada, full-time Canadian employees spend an average of 39.9 hours a week just at their primary job. However, with the rising number of multiple jobholders, many end up working more than 50 hours a week. That's more than one-third of all waking hours and excludes unpaid work, such as asynchronous off-work tasks, and caregiving responsibilities.

In a 2018 report, over 1 million Canadians were found to be juggling multiple jobs, most of which were young, female, racialized, or low-income workers. Knowing that work forms a major component of adult life, any inequities present there are prone to be amplified in other areas and wear down an individual's physical and mental health. During the COVID-19 pandemic, this was made even more prevalent, as a direct link between work equity and health outcomes emerged.

The impact of equitable work on health outcomes is a global issue. For this reason, the United Nations (UN) has

created a goal to address this on its "2030 Agenda for Sustainable Development." Established during the 2015 UN summit, this agenda outlines specific targets in order to reach the 17 identified Sustainable Development Goals (SDGs), by the year 2030. These goals are interdependent and integrate the five pillars of sustainable development, including people, planet, prosperity, peace, and partnerships. "Decent Work and Economic Growth" is included as SDG #8, and its progress is heavily dependent on other SDGs, such as SDG #4: Quality Education and SDG #10: Reduced Inequalities. The UN also includes income and work-life conditions as social determinants of health, clearly indicating how work intersects with other sustainability goals, such as SDG #3: Good Health and Wellbeing.

Decent work and economic growth, a pre-existing challenge, had faced an even greater setback during the COVID-19 pandemic. Prior to the pandemic, the global real GDP per capita had increased

by 1.3% in 2019, partly due to tourism. However, a reversal of this trend occurred in 2020 with a fall of 5.3%. In the fourth quarter of 2020 alone, unemployment in Canada rose to 12.8% from the 4.9% it was at pre-pandemic, the highest rate since 2003. Overall, the pandemic led to the global loss of 255 million full-time jobs, which is four times the rate of those lost during the global economic crisis in 2008.

During the pandemic, many existing issues in enforcing workplace health standards were also amplified. Prior, Canadian adults had reported spending an average of 10 hours being sedentary, which amounts to 70% of non-activity in their day. After COVID-19, more serious health threats were posed, when many essential workers were unable to work from home and were required to provide in-person services. For those facing existing work disparities, such as women, working mothers, racialized and immigrant populations, work safety concerns were further exacerbated.



Social determinants of health (SDH) are the key non-medical factors that influence our health outcomes. Unemployment, job insecurity, and working conditions are all considered to be major determinants of health and can be even more significant to health than healthcare or lifestyle choices. For this reason, targets under SDG #8 involve promoting equity and healthy workplaces through enforcing labor rights, achieving productive employment, and establishing equal pay for work of equal value.

When I was investigating SDH in Brampton, Ontario, during my role at How to Change the World (HtCtW) as a Challenge Development Researcher, I focused on how specific UN SDGs intersected with good health and wellbeing. The City of Brampton is located in

Southern Ontario and falls north of Toronto in the “Greater Toronto Area” (GTA). Here is some more background on the city:

- Brampton has a labor force of 319, 620, and as a suburban settlement, 83.33% commute to work in cars, trucks, and vans, and 13.95% use public transportation.
- The city is also highly diverse with up to 234 different ethnic groups who speak up to 89 different languages.
- With a majority of the city's population being composed of immigrants (52.5%) and visible minorities (73.3%), the community faces unique work disparities.

Close to Canada's busiest airport, Toronto Pearson, Brampton is a major hub for

transportation, manufacturing, warehousing, and distribution. As the “engine of Ontario's economy,” this sector was considered essential during the pandemic, exempting these workers from provincial lockdown restrictions. Brampton's essential labor workforce:

- Are among the top 10 most active construction markets in the country with more than 1.4 million dollars invested in 2017.
- Ship close to 40% of Amazon packages nationally, with 60% of trucking services starting from the city.
- Contribute approximately 4 billion dollars to the national GDP through advanced manufacturing, and 2 billion dollars through logistics and the transportation of goods.

Many of these essential workers are new immigrants and temporary foreign workers (TFW), who lack knowledge of labor laws and equitable access to workplace protection and rights. During COVID-19, these inequities painted a stark picture, with 39.7% of the 204 workplace outbreaks occurring in manufacturing industries and racialized migrant communities in Brampton being labeled pandemic “hotspots.” These individuals lacked adequate protection as essential workers, and living pay-cheque to pay-cheque, needed to go to work, even if sick, in order to be paid.

This lack of paid sick leave in the earlier months of the pandemic was revealed to be responsible for one in four COVID-19 cases in the region, a clear example of how employment assistance is integral in maintaining the wellbeing of the general population.

Workplace and employee health are often considered to be “personal issues” when in reality they are indicative of the health of the overall community. During the pandemic, lacking workplace safety standards posed a threat to the public, by creating

inequitable and discriminatory work environments, and increasing the strain placed on the healthcare system through injury and disease. Effective workplace health programs are meant to benefit employers, employees, their families, and the community from the prevention of illness and sustained health. For this reason, the responsibility for creating healthy work environments falls firstly upon organizations. Below are some targets for each group involved in this process:

- 1. The employment sector:** to ensure that safety measures and work protection is equitable and available for all workers, including those under temporary worker status.
- 2. Workplaces:** to ensure healthy physical work environments and maintain healthy and supportive workplace culture.
- 3. Workers:** to support other workers and communicate workplace health and safety concerns with their organization.



About Bhavika Nayyar...



In my position at How to Change the World, I conduct primary research by directly engaging with stakeholders to speak about local challenges in their areas, and then solidify these observations through continued secondary research. These issues are finally translated under the context of the UN SDGs to be provided to HtCtW program participants in the form of research briefs. The participants consist of university students across the globe, who work together to pose solutions to the presented challenges.

With my work being 100% virtual, I was able to evaluate the effectiveness of such an environment on my productivity and ability to network. While the virtual environment makes it difficult to directly communicate with co-workers, requiring all discussions to be pre-planned, several aspects were made easier. For example, the limited travel time comes with the gains of global networking and creating more globally accessible platforms for prolonged conferences and meetings. This means increased workplace flexibility, which is a highly demanded skill in the workforce and much easier to implement in the virtual setting.

However, the number of asynchronous activities scheduled in remote environments leads to disturbances in work-life balance and a lack of motivation. It is difficult for employees to integrate healthy work-life practices if it is not supported by the nature of their work and employment. As companies continue to adapt to the post-pandemic world, there is a greater onus placed on them to address the barriers to creating inclusive workplaces that support health and wellbeing. Now, with a greater shift to in-person work and services, I hope to see this return to work, integrate lessons from the pandemic to become more equitable, safe, and accessible for all community members.

Bhavika Nayyar

Designing for Wellbeing, Diversity, Equity, and Inclusivity

By:

Kay Sargent,

ASID, IIDA, CID, LEED AP, MCR.w, WELL AP

Senior Principal | Director of WorkPlace

For the past 18 months, we have all been on a journey that none of us signed up for. For many, it's been a bumpy ride, to put it mildly. And we are still on the long road out of the pandemic so perhaps now is a good time to take a pulse check.

For many organizations, their number one concern is for the health, safety, and wellbeing of their staff and creating safe work environments that address physical, emotional, and cognitive health. The built environments that we live and work in, play a role in how we address these challenges.

Pre-COVID, burnout and stress were major concerns for the workforce and at an all-time high. In a workforce study, global advisory firm, Willis Tower Watson, found that the number one lifestyle risk impacting the workforce today is stress—yet stress is the factor to which we pay the least attentionⁱ.

We are living in a constantly connected world, with a seemingly never-ending flow of information coming at us. The inability to disconnect is causing a dramatic increase in stress levels among workers, with 70% reportingⁱⁱ that they feel overwhelmed daily. The World Health Organization (WHO) projects that “technostress,” the stress of constantly being on and overwhelmed by technology, will be one of the biggest health issues in the coming decade. By WHO estimates, technostress will cost businesses more than \$300 million in that timeframeⁱⁱⁱ.

ⁱ <https://www.willistowerswatson.com/en-US>

ⁱⁱ <https://www2.deloitte.com/us/en/insights/focus/human-capital-trends/2015/work-simplification-human-capital-trends-2015.html>

ⁱⁱⁱ <https://www.businessnewsdaily.com/2267-workplace-stress-health-epidemic-perventable-employee-assistance-programs.html>

Continued on page

The Trust Factor!



Make The Connection Between Trust and High Performance

Gain access to the Wellness Competency Teachings that connects spiritual wellness to high performance.

Joyce Odidison, MA, PCC, CTD

Founder and Host of the Global Workplace Wellness Summit will unveil the WIS® Method - How employees' spiritual wellness can lead to trust building, integrity, passion, meaning, purpose at work.

Attendees will learn to identify:

- Wellness deficits
- Professional self-esteem
- Integrity and trust

NOVEMBER,
8, 2021

SUMMIT DAY 1

8:45am - 9:35am CDT



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The anxiety and heightened sensitivity that COVID has added on top of that has made even more of us susceptible to poor physical, mental, and emotional wellbeing. A report from the CDC in 2020, found that depression symptoms among Americans were four times higher in June of 2020 compared to 2019, and that anxiety symptoms were three times higher. The increase was especially notable in young adults, minorities, essential workers, and unpaid caregivers^{iv}. So we need to have a renewed focus on our health, safety, and wellbeing.

The American Psychological Association (APA) tracks and reports stress levels in America on an annual basis. In 2020, they reported that “nearly 8 in 10 adults (78%) say the coronavirus pandemic is a significant source of stress in their lives, while 3 in 5 (60%) say the number of issues America faces is overwhelming to them. . . . Nearly 1 in 5 adults (19%) say their mental health is worse than it was at this time last year.”^v

Today's successful spaces will need to account for the new

office psyche. Maslow's Hierarchy of Needs^{vi} suggests that until one's physiological and basic safety needs are met, individuals have a diminished capability to be focused, productive and to think about the kinds of things that are prerequisites for employee engagement and well-being. To create spaces that meet our psychological needs, we should start with the basics. We need to ensure that spaces provide optimal ranges of temperature, lighting, air quality, and noise, and that they are a safe haven for workers. Beyond the basics, we need to meet ergonomic, privacy, and safety ideals for wellness. But to go beyond that basic need and achieve wellbeing, we need to create spaces that enable individuals to find the right level of engagement, interaction, and connections, as well as reinforce the values and culture of the organization.

We also need to acknowledge that COVID-19 and the events of 2020 have shed new light on an age-old problem, social inequity, systemic racism, and social injustice. The built environments that we live, work, and play in impact each

of us in various ways, and we can help address these issues. We need to begin with understanding that we all experiences spaces from our own unique perspective, and if we understand those nuances, we can design environments that avoid the pitfalls while creating welcoming spaces that begin to foster social equity. We need to embrace the principles of universal design ...whereas the design of buildings, products, and environments are made to be accessible to all, regardless of age, disability, or other factors.

Space today needs to reflect the diverse makeup of organizations, to set them all up for success. Not only is designing space to be inclusive and address the wellbeing of the workforce today, but it's the right thing to do. And there is a compelling business case for it as well. Ensuring we create environments that promote positive experiences is key to bringing people back together and enabling them to be happy, healthy, engaged, and successful.

^{iv} <https://link.theskimm.com/click/21202861.1467631/aHR0cHM6Ly9za2ltbXRoLmIzLzJEWDBRTEU/5bae78ae2ddf9c633badb422Bd0cdd4c7>

^v <https://www.apa.org/news/press/releases/2020/10/stress-mental-health-crisis>

^{vi} <https://www.simplypsychology.org/maslow.html>



Top Seven

Reasons Why Employee Wellness is Essential to the Bottomline of Organizations Post COVID-19

Submitted by:

Joyce Odidison, MA. PCC. CTPD.

President, Interpersonal Wellness Services Inc.

If there were any doubts that employee wellness was instrumental in an organization's bottom line prior to COVID-19, it has now become evident that the way forward is to make employee wellness a priority for their financial success. If we are to recover quickly and rebuild the economy to pre COVID19 levels, organizations need to change the way they approached employee wellness thus far.

Following this pandemic, every responsible organization should have a line item, called

Employee Wellness, on its shareholders, board of directors, and investor meeting agenda item, post COVID19. I want to see this as an investor as it will give me confidence that the future of my investment is secure.

COVID19 has shown us more clearly than ever, that a company's financial health is dependent on the wellness of its employees. Employers should be held accountable to showcase the health and wellness of their employees as an expenditure in the future of

their growth, innovation, and success. Employee wellness is indeed the organization's greatest asset.

The first warnings about COVID19 from the [WHO](#) stated that the virus was not as severe for those who had healthy immune systems. To have a healthy immune system, one needs to be living well. Thus, employees who are supported by their wellness plans at work will have a greater chance of maintaining a healthy immune system.

Millions of businesses and hundreds of countries closed their doors and borders to protect the health and well-being of employees and citizens, reminding us that the health of our economy is reliant on a healthy nation.

While organizations look for areas to cut back and save post COVID19, they must remember that without healthy employees their company's future is insecure.

Training departments and leaders should be given the budget needed to provide their employees with the wellness supports needed to reduce their stress levels, to secure their organization's financial health. Maintaining a vibrant employee wellness program is clearly the gateway to a healthy organization post COVID19.

In my conversations with organizational leaders and decision-makers over the past month, they are banking on employee wellness to boost their bottom line and grow our economy post COVID19. Let's explore key reasons central to these discussions:

1. Fast-Paced Learning - The pace of learning necessary to understand this virus and its impact on humanity has accelerated. We have had to learn to do

things differently, very quickly. In less than sixty days we have learned to take our entire workforce online. We have had to learn to adapt to physical distancing orders and to forego many luxuries and pleasures we took for granted. In addition, we have had to learn a whole new way of being together and sharing resources. We have become used to a new pace of learning technology and adapting our life that will continue post COVID19. Healthy employees learn faster and retain more of what they've been taught, allowing for the transfer of learning in the workplace faster and more accurately.

2. Employee Engagement

- Healthy employees are happier since employee engagement occurs where employees are happiest; organizations with healthy, happy employees will see increased employee engagement. This means greater participation, commitment, better service, and customer satisfaction, which will result in referrals and repeat business, that will boost sales and boost the bottom line.

3. Optimism - Healthy employees are more optimistic. These are the key

health and wellness benefits to optimism that will be a part of the workplace culture. This will ensure that employees get along better with each other and with your customers. A robust wellness program provides a safety net for employees and helps them understand they are more than a number on a spreadsheet; rather, they are an asset that is valued and well cared for by their organization.

4. Innovation - Healthy employees are more creative and think better, with more clarity and focus, thus allowing them to bring a higher level of innovation to their workplace duties and responsibilities. This stimulates innovation in technology, meeting customers' needs, and dealing with challenges their organization faces.

5. Attract Top Talent - As the economy shifts, it's important to attract the brightest and best talents on your team to help your organization scale faster. Organizations with a vibrant workplace wellness program will be more attractive to those great talents who want a place with an environment that will allow them to do great work.

The Emotional Wellness Factor!



Learn How Emotions Impact High Performance

Gain access to the Wellness Competency Teachings that connects wellness to high performance.

Joyce Odidison, MA, PCC, CTD

Founder and Host of the Global Workplace Wellness Summit will unveil the WIS® Method - How employees' emotional wellness can improve employees' engagement, attitudes, concentration, and reduce errors and injuries at work.

Your Employees will learn to identify:

- Listen to their emotions
- Learn self-mastery
- Identify emotional traps at work

**NOVEMBER,
9, 2021**

SUMMIT DAY 2

8:25am - 9:35am CDT



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Help your team navigate the emotional challenges of the pandemic era!

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- 6 Stronger Immunity** – Health employees have stronger immune systems. This means they will have less sick leave, will have fewer doctor’s visits, will make fewer health insurance claims, and will have more time to work. They will also be less likely to have a major illness if or when they get exposed to the COVID19 virus.
- 7. Resilience** – Healthy happy employees will be more resilient. Employees with a vibrant workplace wellness program will feel safer at work. They will feel that they are more than a number and cared for by their employers. This will improve their mental and emotional resilience to weather the tough days ahead.

Whether you had a workplace wellness program in place or have been thinking about it, the time

has come for employee wellness to become central to running your organization. If you have a program in place, you will need to do much more to make it more relevant to your employees and boost engagement. It must relate to their key needs and not just be a way to collect corporate data.

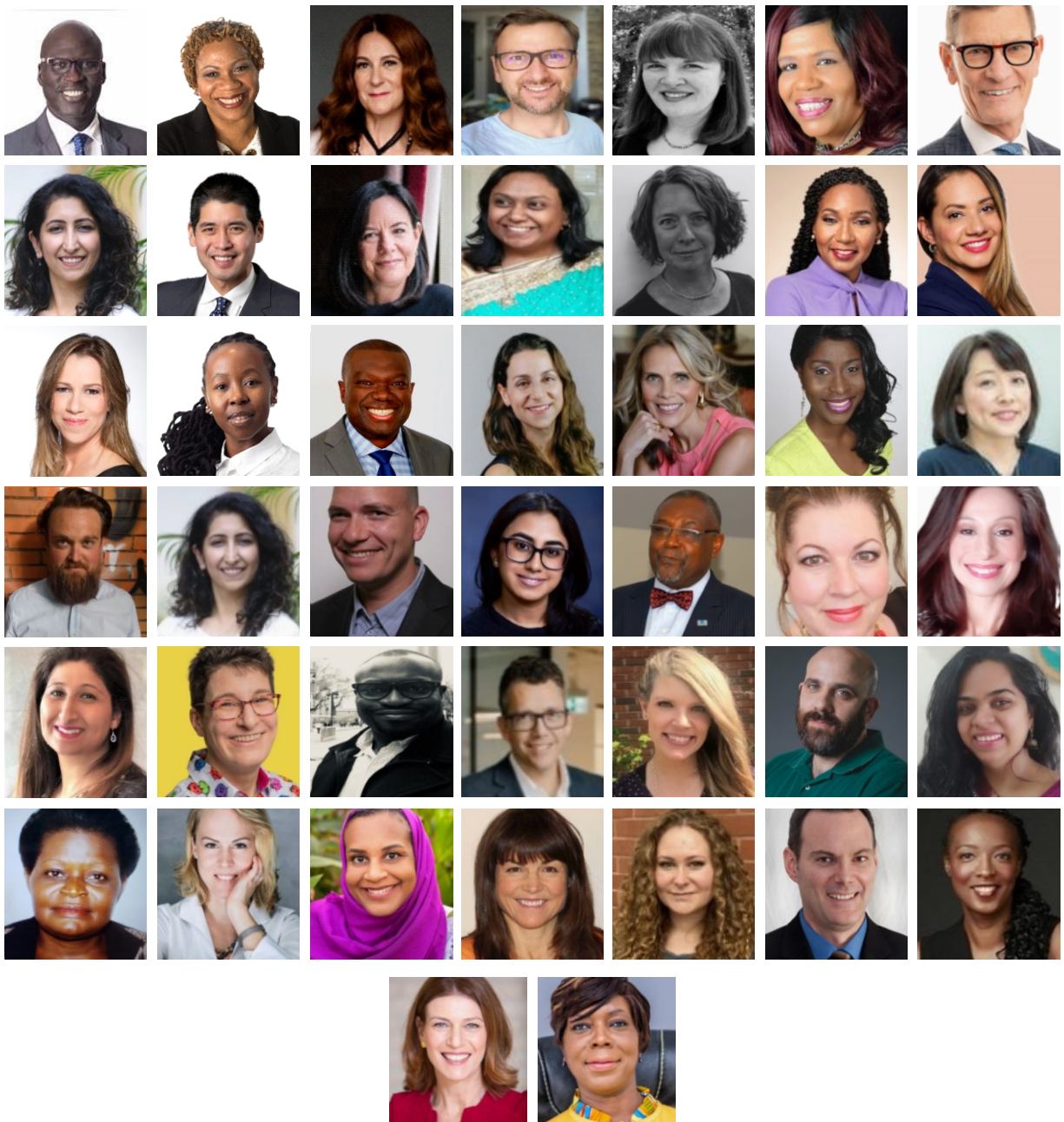
If your workplace hasn’t yet invested in the workplace wellness program, then it’s time to get things going. There are some very inexpensive workplace wellness strategies that we have helped our clients to adopt, that are central to their employee resilience. If you are looking for a fast, inexpensive workplace wellness program to get your employees engaged and motivated, then check out the [QuickStart Workplace Wellness Program](#), a comprehensive program that covers your leadership, management, and employee wellness needs.



GLOBAL WORKPLACE WELLNESS SUMMIT

NOVEMBER 8-10, 2021

Our Speakers



SOLVING THE FEEDBACK GAP THROUGH MENTORING

Dr. Mary E. Donohue

CEO, The Digital Wellness Center

The “feedback gap” occurs when an employee can’t find the answers and resources they need to solve everyday problems at work—and in turn, advance in their career. This can have a negative effect on mental health because it inhibits team members (particularly women, BIPOC, and LGBTQ+) from verbalizing concerns and highlighting cultural indignities. The feedback gap keeps someone from having “a voice” at work.

“Feedback is essential for a leader to understand her contributions ... even though women ask for feedback as often as men, they are less likely to get it.” (Eurich, 2019)

The psychological and physical problems of employees, who are suffering from burnout due to the feedback gap, are estimated at [\\$125 to 190 billion a year](#).

One solution, however, has been found, not only to combat the effects of the feedback gap but develop trust and increase retention within an organization. That solution is structured mentoring. The Digital Wellness Center has been deploying structured mentoring programs with global companies and governments since 2012.



Mentors were the heroes

Among the things we discovered with our three global companies was this: the mentors in our study—those carefully chosen by their companies to lead mentees—were catalysts in closing the feedback gap.

Mentees learned to be good leaders through conversations with their mentors and with others on their team, rather than be subjected to the typical “I talk, you listen” leadership training or mentoring, without software and measurement.

And mentees appreciated the realness of the conversations. One said:

“I feel it was less formal training and more of a connection with someone who knows the ropes. A relationship-building exercise.”

Mentors from all three organizations rose to the challenge and in the process, developed strong relationships. As one mentor said,

“We agreed that we are having a good time with this program. It will be hard to end it. Maybe we don't need to end it.”

Women report greater stress than men

Change is hard, but drastic change—like that brought on by COVID—increases stress on women in the workforce. Besides the added pressure of working from home in the same space as their spouse and children, finding time for work meetings and finding a space to meet or work can be a difficult and unsettling experience. In July 2020, Statistics Canada reported:

“A greater proportion of female participants than male participants reported that their lives were 'quite a bit' or 'extremely' stressful during the Covid-19 pandemic: 30.5% vs. 24.0%. Up from the 2018 Canadian Community Health Survey where 22.9% of women and 19.1% of men reported that their lives were 'quite a bit' or 'extremely' stressful.”

Mentoring during Covid provides an opportunity for female and diverse candidates to be in control, to find a safe space to learn, and to deal with the stress that accompanies thriving in a period of drastic change. Mentoring gives them a voice.

A change in mindset

The quest for clear feedback produces a sense of fear and a lack of confidence. It increases feelings of self-doubt and criticism. One mentee summed it up well when she said that rather than feel alone and stupid, her mentor and fellow mentees enabled her to reframe her self-view.

“(My goal for mentoring was to be) happy and productive at work. (I have begun to) disrupt the negative thinking from 'I am dumb' to 'I do not know the answer; can you please help?’”

This change in mindset is the key to positive mental health.

Joining the leadership tribe

Mentees were surprised mentoring could produce this effect. They had low expectations going in, convinced this was just another management hoop to jump through. However, they began to feel a part of the leadership tribe within their mentoring circle. Another participant said:

“I had low expectations. I went in with an open mind but didn't expect much. I certainly am so glad I participated in this program. The experience was unique because it was the first time, I think, I was ever able to focus on me, and me only.”

Being connected to a leader/mentor enabled mentees to view leadership through a new lens and to understand how they could build their skills and develop into ethical and empathetic leaders. Another mentee shared this:

“Your program created a switch within. Operating with a higher sense of self-awareness, I am so much more driven to putting into practice the needs of others and being of service.”

Shifting self-perception

Within the modern workforce development suite of tools, few experiences allow people to get joy from work and reduce stress. Learning and development at global organizations are at a particular disadvantage to provide these development “perks” because it is too costly to customize this journey for potential leadership candidates.

Yet mentoring software –a technological approach to learning and development–provides this experience in a cost-effective manner. It enables a mentee to build their confidence and begin to examine and change their self-perception based on information from their mentor and fellow mentees.





A more engaged workforce

Results from the studies of our three global firms indicated we achieved our benchmarks for success. Female and diverse participants felt 34% more engaged and confident in their ability to ask for and receive clear feedback. Retention increased by 34%, which drove an increase of self-assessed productivity of 10% and a decrease in stress of 10%.

The feedback gap has a negative effect on mental health, retention, and productivity, particularly for women and diverse groups. Women aren't getting the same feedback as men at work, which creates self-doubt, which creates stress, which leads to burnout.

Structured mentoring moves women and diverse candidates past this self-doubt. It has a positive effect on mental health at work because it increases confidence in one's ability and decision making, increases the feeling of being in control of conversations, and provides learning that enables participants to cope with life's challenges and stressors.

The result is a happier more engaged workforce for all employees—one that produces more, gets sick less often, and stays longer with the company.

Dr. Mary E. Donohue
CEO, The Digital Wellness Center
thedigitalwellnesscenter.com

The Interpersonal Wellness Roadmap to DEI!



Understanding The Pain of Diversity Conflict of Conflict

Gain access to the Wellness
Competency Teachings on
Interpersonal Resilience.

Joyce Odidison, MA, PCC, CTD

Founder and Host of the Global Workplace Wellness Summit will unveil the WIS® Method - How to transform DEI conflicts to promote inclusion, psychological safety, interpersonal resilience and wellness at work.

Attendees will learn how to:

- Build interpersonal resilience
- Improve interpersonal DEI relations
- Identify and address interpersonal conflicts early

**NOVEMBER,
10, 2021**

SUMMIT DAY 3

8:25am - 9:35am CDT



**GLOBAL WORKPLACE
Wellness Summit**

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De-Coding the Psychological Health and Safety Standard

Many provinces and territories have new or existing legislation making physical, psychological, and social health of employees both a duty and right for both the employer and employee. The Canadian Standards Association (now the CSA Group) has put forth a voluntary [Psychological Health and Safety Standard](#) for employers. In fact, Canada is the first country in the world to have a Standard of this kind.

Many employers are taking steps to support psychological health and safety, yet few have comprehensive, evaluated approaches in place. For many, compliance with the standard can seem like a daunting task. I don't blame you for

feeling a little intimidated. The Standard itself is 75 pages and the implementation guide is 160 pages long. And if you are like most professionals or practitioners tasked with supporting employee health and well-being – you are likely wearing a few hats and trying to connect the dots between the Standard, changing legislation, employee wants and needs, corporate demands, etc. But don't worry, this article simplifies things for you and if you need extra support, you can get it from a number of resources.

So, let's break it down. The following contains the most relevant pieces needed to make a real impact.

Intent of the Standard

Support employers in creating a workplace that “actively works to prevent harm to worker psychological health, including in negligent, reckless, or intentional ways, and promotes psychological well-being.”

The Drivers

- Risk mitigation;
- Cost effectiveness;
- Recruitment and retention; and
- Organizational excellence and sustainability.

The Process

The standard outlines a *process* of how to foster a workplace to actively *promote* psychological well-being, *prevent* harm and have *resolution* processes in place. This process is common for many organizational initiatives and can seem daunting. In our opinion, if you are following a rigorous process, you may as well do it to create a culture of well-being and performance at the same time.

The Steps

1. Commit: Get a policy in place, get leadership on board (use a business case if needed), inspire employees to get involved.

2. Develop a plan:

- Develop a collective vision and conduct assessments and audits that allow you to celebrate strengths and discover opportunities.
- Assess current risks (using a psycho-social risk assessment as a part of your regular OHS practices) and develop risk mitigation strategies.
- Assess the 13 psycho-social factors with an

employee survey and identify ways used to promote psychological health. Note, members of Wellness Works receive an assessment and tailored recommendations that address these factors, overall well-being, and productivity (we like to keep things simple so often tag on questions to your usual engagement survey if you use one). Or you can check our free assessment online at wellnessworkscanada.com and do it in-house.

- Collect data (absenteeism, turnover, disability, employee engagement, organizational audit, EFAP usage, HRA data, etc.). The list of options is long, but you can pick what is relevant to your organization. Note, if you are a member of Wellness Works Canada, they will help you drill this list down, based on an assessment with a simple but thorough evaluation scorecard.
- Develop objectives and targets based on the assessment and data collected. Note, Wellness Works members get support in developing a strategy map with measurable objectives and targets.
- Develop an action plan based on the objectives, using a change management system that allows for proper employee engagement and thorough communication.

3. Implement, ensuring appropriate resources have been allocated and that staff have appropriate time allocated to commit to actions using a change management approach. Use preventative and protective measures.

- Educate, communicate, and ensure awareness using multifaceted approaches.
- Have leadership actively champion the work.
- Ensure there are clear roles and responsibilities defined and that change is documented.

- Provide orientation, training, and coaching for employees so they can meet the requirements and contribute to fostering psychological health and safety.
- Have a critical event preparedness process in place for individuals and the organization (i.e.-what is the response you will have to events at, or outside of workplace bullying, harassment, death of a family member, etc.).
- Make sure OHS has processes in place for reporting and investigating psychological health and safety incidents that address the root cause. Clearly communicate these processes.

4. Evaluation and corrective action:

- Regularly audit using the checklist provided in the Standard.
- Assess if targets are being met and compare against the baseline data you collected in step two.
- Ensure there are preventive and corrective

actions in place as a part of your regular OHS procedures for any issues (i.e.: non-conformance, new hazards, etc.).

5. Management review and continual improvement:

- Review if the process achieved its outcomes, resulted in conformance, and was successful.
- Improve the plan.

At Wellness Works Canada, we believe that taking an integrated approach to improving employee well-being and organizational performance is the most efficient way to make a big impact. If you would like support to create a healthy, high-performing work culture that embraces psychological health and safety -- become a partner member to access simple, cost-effective, evidence-informed support, education, tools, and resources at WellnessWorksCanada.com. You can learn more about the standard at mentalhealthcommission.ca



Victoria Grainger,
MBA, BPE, PTS, HWL
Founder, Wellness Works Canada

Victoria is an educator, entrepreneur, fitness enthusiast, mom, and passionate advocate for the impact well-being has on national performance. She is the founder of Wellness Works Canada, a non-profit association that empowers, educates, and supports workplace health practitioners and employers in building healthy, high-performing work cultures.

She has worked in the field of health promotion and population health for 20 years. She has supported countless public, not-for-profit and private organizations in developing, implementing, and evaluating comprehensive workplace wellness strategies to create environments where people and businesses thrive. She has an MBA from the first online MBA program in the world, Athabasca University, and a Bachelor of Physical Education specializing in health promotion, from the University of Alberta. She is also a trained Personal Trainer Specialist, Nutrition and Weight Loss Coach, and Triathlon Coach.

Learn more about Wellness Works Canada at wellnessworkscanada.ca



Is Coaching the Great Equalizer in the Push for Diversity and Inclusion in Corporate C-Suites?

Organizations looking to diversify their leadership teams are facing the chasm built over centuries of neglect, one they can now close with effective coaching to build a pipeline of qualified candidates for diversity and inclusion in senior roles.

A Higher Level of Consciousness

As the world develops a higher level of consciousness and leaders in organizations respond to the deep soulful cry for diversity inclusion and equity, more open dialogues are ensuing on how to make their C-Suites more reflective of the population. It appears that many organizations have not planned appropriately to diversify their C-Suites.

Many have failed to invest in the development of diverse employees who could one day step into the C-Suite roles. The latest claim is that they are unable to find eligible leaders of diverse backgrounds to promote into those roles.

It seemed to have never entered the minds of these leaders to develop a strategy to ensure their leadership is more reflective of the population they serve. Even industries with a predominantly diverse employee base, such as education, health care, and the service industry are not prepared to move diverse leaders into leadership roles.

Difficulty Finding Future Diverse Leaders

As I listened to the feedback from leaders who attended the [Canadian Congress on Inclusive Diversity 2021 Conference](#) I participated in, it became apparent that the fastest way to resolve this issue is to focus on coaching and mentoring for mid-career professionals from diverse backgrounds.

The fact that we are having this conversation is a sign of failure on the part of those in leadership. Failure to pay attention to the changing demographics of a changing society, and failure to develop strategies to address the changing landscape with diverse representation in their decision-making and leadership roles.

Diversity Inclusion is Tied to Corporate Success

If organizations want to thrive and be competitive in the changing economy, they must think big. Big in this instance, means diversity and inclusion from the C-Suite down. The argument for diversity and inclusion is of fiscal and financial importance to companies looking to get ahead in an economic downturn. Having diverse minds in your leadership roles can be especially important as we wrestle with rebuilding the economy after COVID19. In a [2015 McKinsey study](#), organizations with ethnic diversity outperform the national medium by up to 35%.

With the rapid change brought on by the global pandemic, there is little time left to prepare for the realities of this decade. The added changes brought on by COVID-19 have exposed the need for organizations to respond quickly to meet these needs. More than ever, they need creative solutions to quickly address diversity and inclusion voids in C-Suites to boost their brands and gain merit with consumers, who are increasingly more likely to research the brands and tell others why they choose to do, or not to do business with these brand name companies.

What Created a Gap in Diverse Leadership Roles?

You may be curious to understand why there is even a gap in diverse leaders, and how we got here. This is not an accident. It took centuries for us to get here but we do not have to take a hundred years to fix it. Please indulge me in the scenario of Joe and Harry below as I try to explain what I have been observing.

- **The lack of equity** – Having equal opportunity is not the same as realizing equity. Let us look at Joe and Harry's example, both from middle-class families. Joe is a white male with an extended family and Harry is a second-generation immigrant visible minority group with no extended family. They both started grade school the same year and they attended the same school and were in the same class with the same teachers until university, where they took the same college major and graduated the same year with their college degrees. While Joe got to go to summer camp and had a nice summer job with his uncle who is an executive, Harry spent his summer days working at the docks for a few dollars he brought

home to earn pocket money. Joe learned how to use the computer and how to read plans and got experience with practical science applications. Harry worked odd jobs to earn extra income while in college. When they both applied for the job that required computer skills and an ability to understand computer science, Joe was given the job because he had opportunities that Harry did not. Though they had the same education, age, and college degree, Joe had an advantage based on his family's socioeconomic status. They had equal opportunities but not equitable preparations.

- **Lack of preparation** – Harry was not prepared to land a job that needed computer skills and the ability to understand science. Although he had an equal opportunity to apply for this job as Joe, he was not prepared by his life and family background for such a job. A college degree was not enough preparation to land that job.

The Glass Ceiling Effect- For too long, being a C-Suite leader has been only accessible to white males. Women and people of diverse backgrounds have not been invited. There is a subtle message sent that they do not belong or could not cope. On rare occasions, when a woman or a person of a diverse group was allowed in, they lacked the right preparation, and as such were not set up for success.

Using Coaching to Boost Equity at Work

The easiest and fastest way to boost diversity inclusion in the C-Suite is by promoting equity, which will allow more women and individuals from diverse groups to be successful in these positions.

Coaching is known as one of the most strategic processes for growth and development. Though leadership and executive coaching are now mainstream, there is room to expand access to coaching in organizations to invite and prepare a larger pool of

prospects for the C-Suite.

Why Coaching?

Coaching has been proven to be a process that unlocks a person's potential to maximize their performance. It is helping them to learn skills, use tools and resources they can apply to their lives or situations.

Coaching views each individual as having the potential to learn and develop, to change their perspective and situation rather than being told what to do.

Coaching is a highly developmental process that heightens a person's awareness of how they think so that they become more self-aware, self-correcting, and self-directing.

The Equalizing Effect of Coaching

While women and people of diverse backgrounds may have the same opportunities to apply for the same roles, like our example above of Harry and Joe, coaching will prepare them to succeed faster and will

provide them with the knowledge and skills to maintain their success.

The coaching Joe received from the family business and social exposures at camp with other students in his socioeconomic status, gave him a head start to Harry. This is no one's fault but it is a reality of our world.

Organizations that say they want to hire more people of diverse groups into their C-Suite but cannot find them are not looking in the right places. Their vacancies are not getting to Harry at the convenience store. Harry is looking at opportunities to get ahead in the convenience store sector because it is familiar, and he feels safe there. He sees fewer obstacles in his path to succeed in the grocery selling sector, he feels a sense of comfort in that culture. He does not feel alone in the sector, he is not watched, studied, and analyzed in that sector. No one is waiting for him to mess up or fail in that culture, and no one there believes he got his job because of affirmative action mandates.





The Power of Coach to Shift Mindset

Here's how working with a coach can help Harry. In coaching, Harry permits himself to become aware of and contemplate working in other sectors besides grocery. He begins to learn more about his abilities and his brilliance. He challenges himself to learn new skills and expand his job search. He learns about headhunters and recruiters and starts having conversations with them. He gets coached for interviews with big firms in industries he did not have the confidence and knowledge to approach on his own.

By working with his coach, Harry becomes more self-assured, self-aware, and self-directing. He learns that believing in himself and his abilities is his number one priority. As he does deeper work with his coach, Harry begins to dream of a future that includes being in the C-Suite of a fortune 500 company and begins to set himself up to speak, act and dress in a manner that shows confidence in himself and what he brings to the table. Harry begins to see that his summer job at the local grocery during his college years provided lessons that apply to his future career

goals. He recalls the lessons of innovation, resilience, and creativity that were fostered and begins to draw on that wisdom for his future success.

Preparing C-Suite Leaders to Work Well with Harry

Organizations looking to make the C-Suite more diverse and inclusive should not expect Harry to make all the changes and mindset shifting. There are many times the mistake is made of assuming that Harry would be welcome into the fold only to result in his failure because he was placed in an environment that was not conducive to his success.

The organization should also employ coaching to create an atmosphere that is receptive, inviting, and non-threatening for Harry. Too often, Harry is left to do all the adaptation, changes, and growth and his colleagues feel threatened, alarmed, and worried by the appearance of Harry. Harry is seen as a threat to their normal. They feel uncomfortable interacting with Harry, and their job insecurities become a barrier to a good working relationship.

With the proper employment of coaching, Harry's team would be allowed to express their concerns, fears, or uncertainties, ask questions, or just face some of their discomfort with people like Harry, in a safe place. This would allow them to challenge their biases, learn new ideas, gain new perspectives, and develop themselves and gain their own mindset shift. Coaching would eliminate and prevent much discomfort, unease, and micro-aggression that could result in Harry feeling like an outsider, or his team members being found guilty of expressing exclusionary or racist behaviors.

Global Pandemic Brought a Shift in Culture

The 2020 global pandemic has shown us that much of what we took for granted is of much

greater importance. It has also shown us that more is to be done on all levels to bridge racial inequity, close the chasm, and create a more inclusive society. While Harry and Joe had the same opportunities, the circumstances of their socioeconomic realities are such that Joe is fundamentally more well prepared for success than Harry in some areas.

We must fill the voids to bridge the gaps that were inherited from four hundred years of systemic racism. It may mean that we embrace coaching as a strategy to develop those who have been left behind by a broken system, as we create a more equitable future for all.

We are exploring this topic in our next information session. Share your voice and lend your ideas as we explore this topic. [Register here](#)



Joyce Odidison,
MA. PCC. CTDP

Joyce Odidison is a Conflict Analyst, Speaker, Author, and the world's leading expert on Interpersonal Wellness Competency Mindset teaching. Joyce is President and CEO of [Interpersonal Wellness Services Inc.](#) as well as founder and host of the Annual Global Workplace Wellness Summit. Joyce has authored five books and is also a Certified Coach Training Director and Founder of [Coach Velocity School of Coaching](#). Joyce is a C-Suite level workplace wellness expert and trainer, working for over 24 years with the government, private sector, non-profits, and post-secondary institutions struggling with difficult work relationships or stressful situations. She is the host of the What's Happening at Work podcast. Joyce can be reached at e-mail: www.joyceodidison.com or phone 1 877 999-9591 www.interpersonalwellness.com

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Build your skills and confidence to coach any situation using the WIS® Method inclusive wellness framework.

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The Advantages of Bringing Your Team to The Global Workplace Wellness Summit



A huge workforce shift that started with the global pandemic of 2020 is still around us and it has never been more difficult to lead or be a team member. There have never been more people choosing to walk away from careers and professions to pursue more meaning and a life of well-being.

The (You Only Live Once) YOLO effect has affected every person on the planet. Most people have attended more funerals of people they know and love than at any other time in our generation, calling them to question where they spend their time and the meaning and purpose in their life and work.

Therefore, the focus of the 4th Global Workplace Wellness Summit is focuses on the key factors that employees tell us they need to leave the careers and professions they have spent decades developing.

Key Things Employees Want

The key issues we will on focus to enhance meaning, purpose, and well-being

- Trust and Spirituality
- The Missing Links in DEI & Well-being
- Leadership
- Emotional well-being and Resilience
- Mental health recovery
- Conflict management and healthy work relationships
- Supporting wellness at work in developing countries

The summit provides an affordable way for organizations to immerse their entire workforce in a wellness mindset that will foster a culture of inclusive wellness at work. The rapid rate of mental illnesses, diseases, and stress means we need to take a more comprehensive and deliberate approach to improve wellness at work. By onboarding everyone at work on the nine dimensions of wellness, your workplace can accelerate change and return on wellness investment.

Team Building Opportunities

We have worked to provide an inclusive environment where your team members can sit together or network with others. They will be able to:

- Create synergy with private debrief sessions at the end of each day
- Gain access via a live evening agenda to accommodate your shift workers and time zones
- Give employees the option to stay together or to network

We can no longer maintain the same old pre-pandemic attitudes about wellness. It is well known that employees take their learning home, so the population health is positively

impacted through workplace wellness strategies and learning. Exposing employees to the same information at the same time is the fastest way to create a culture shift of wellness at work.

The Corporate Advantage to Joining the Summit

- Showcase your company as a champion of wellness at Work
- Get your own corporate table(s) with signage at the Summit
- Get continuing education credits for your professionals (for the sessions they attend)
- Join the leadership charter discussions and network with leaders from around the globe

Post-Summit Benefits:

- Get access to all the summit recordings for your employees to access after the Summit
- Get a \$500 coupon (discount) from Interpersonal Wellness Services Inc. for one year towards any corporate trainings for your organization.
- Get featured in a full-page write-up about your organization in the winter issue of Faces of Workplace Wellness magazine.

The goal of the Summit is to facilitate powerful conversations around inclusive wellness at work. Employees and leaders will have the opportunity to learn and experience the health and performance charter and engage in various levels of activities around spiritual, social, emotional, occupational, intellectual, environmental, financial, physical, and interpersonal wellness choices in life and at work that could impact their career, health, and performance.

Value Add

- Your employees will complete a **personal wellness** assessment on days 1, 2, and 3 of the Summit and tips to improve their wellness in those areas
- Employees will engage in discussion on hot topics like DEI, psychological safety, and well-being at work
- Attend a presentation on topics like trust, emotional well-being and interpersonal conflict at work
- Accessible via an evening agenda for shift-workers and various time zones
- Learn to align well-being to high-performance at work

The 2021 Summit is offering organizations some high-value membership packages that will allow them to bring their entire team to learn and interact with a powerful agenda on workplace wellness with a global perspective.

We invite you to join us in our efforts to promote health and wellness competencies in workplaces everywhere.

Corporate Packages range in pricing from:

- Team of 25 employees for \$2000
- Team of 100 employees for \$2500
- Team of 200 employees for \$5000 etc.
- More customized packages are available

We have learned from the pandemic that the health and wellness of every country can impact ours, so the Summit is providing a way for organizations in developing

countries to also participate and learn about wellness practices and procedures for workplace wellness, even without a budget.

About The Global Workplace Wellness Summit

Interpersonal Wellness Services Inc. (IWS) a Canadian company based in the city of Winnipeg Manitoba; Canada, hosts the Global Workplace Wellness Summit. Joyce Odidison leads IWS, along with a fabulous team, board, and committee members who make all this possible.

The 4th Annual Summit will happen virtually, November 8-10, 2021. The Summit brings together best practices, tips, wellness mindset hacks, and tools to promote a culture of wellness at work. This year, IWS launched **Faces of Workplace Wellness Magazine** as another vehicle to help make wellness at work more practical and inclusive for all size organizations everywhere. They also support a robust Wellness Competency Mindset Coach Training Certification at Coach Velocity School of Coaching.

The 5th Summit is scheduled to take place live from August 9-11, 2022, in Winnipeg Manitoba, Canada. Start planning to be there. You or your organization can register for the [Global Workplace Wellness Summit here](#).

Contact the IWS team with questions as a sponsor or partner at 1 877 999 - 9591 or e-mail to FastTrack your passes at admin@interpersonalwellness.com



DIVERSITY, EQUITY, INCLUSION, AND INTERPERSONAL WELL-BEING (DEIW™)

**A Leadership Roadmap to DEI Transformation
Healing and Well-being Reconciling Interpersonal
and Systemic Racism and Relationships at Work.**

Build Your Leadership Ability to Respond to DEI and Interpersonal Wellness Issues

It is time to heal the rifts of interpersonal, historical, and systemic racism in our workplaces to promote interpersonal well-being. **DEIW** is designed to help prepare leaders, practitioners, human resource professionals, employees and trainers with an in-depth look at the interpersonal challenges and examine ways to heal workplace cultures.

Objectives

- Understanding the connection between race, diversity, and the historical trauma of racialization
- Explore the connection between diversity, equity, inclusion, well-being, conflict management, ethics, and business
- Understand the impact of systemic racism on working relationships
- Explore the ways to heal and foster interpersonal well-being in diverse teams
- Create a transformational healing roadmap to move forward

THE COST PER COURSE \$499

If you are looking for support to make transformational changes to heal diversity, inclusion, or equity issues, let's build a roadmap to do so.

A ten (10) course certification that offers recertification credits for several professional bodies. Each course offers 3 credit hours.

The DEIW program builds on a ten-course series that can be taken independently or as part of your corporate solution. DEIW is built in a blended learning format.

Gain access to a flexible, relevant, practical, customizable, and transformational program to create a new dialogue of healing historical pain and hurt caused by systemic racism, discrimination, and exclusion.

Begin the Journey of DEI Transformation

Contact us today!

204 668-5283



The Importance of Making Well-Being a Pillar of Your DEI Strategy

- Authored by Carrie Burd, CDP®, CDR®, WCMC, APHRM

Diversity. Equity. Inclusion. Well-being. How are these 4 organizational outcomes connected? What role can leaders play in promoting them? How is well-being different from wellness? As a Certified Diversity Professional® and Wellness Improvement System (WIS)® Method-trained coach, reflecting on these questions and their answers has been critical to my practice.

Aspiration vs. Reality

While many organizations have committed to creating more diverse, equitable and inclusive (DEI) workplaces, employees from historically marginalized groups continue to report feeling undervalued, unsafe, and exhausted from navigating unwelcoming work environments.

There is ample research to establish that these employees not only experience more negative outcomes related to hiring, promotions, terminations, and performance evaluations, but are also regularly confronted with implicit biases, micro-aggressions, and “-isms” of all kinds.

Many choose to remain silent about their experiences though: out of fear of not being believed, of being labelled “difficult, and of losing sponsorships, promotions or even their jobs.

These are all signs of an unhealthy work environment; one that is not living up to the values of DEI and is jeopardizing employee health and happiness. Which brings us back to the question of how the concepts of wellness and well-being are related (but different).

Susie Ellis, Chairman & CEO of the Global Wellness Institute, describes the difference this way: when you think about wellness, think about health and prevention; and, when you think about well-being, think about quality of life, as expressed through happiness, positivity and resilience.

In other words, to experience quality of life (or well-being), one must be in a state of wellness. So, how do the concepts of well-being and DEI work together at the organizational level?

Connecting the Dots

Author and CEO Felicity Menzies argues that an inclusive work setting supports employee well-being through "...its positive effects on employee self-concept and self-esteem; enhanced career achievements and progression; greater work-life balance; social connectedness and belonging; reduced discrimination, prejudice and harassment; and pro-social behaviour."

And, that the inverse is true as well. Specifically, that self-affirming workplaces experience a decrease in prejudice, discrimination, and harassment; and, that reducing work stress decreases stereotyping, i.e., stress-induced "us vs. them" thinking.

Psychological Injury & The New Urgency

In the final line of her blog, Menzies suggests its the role of inclusive employers to "...examine the work environment and practices to identify risks of psychological injury and transfer skills to employees for managing stress."

Looking back at her 2018 blog now, in the year 2021, what's changed? The answer is nothing and everything. Nothing because her insights remain as relevant today as they were back then, and, everything because they've been altered in ways and made more urgent by the current era of COVID-19 and political, social, racial and policing unrest.

It has never been more important for organizations to look at employee wellness and well-being through the lens of DEI. Or, to recognize the impact work stress and psychological injury - in particular, race-based trauma - have on your employees' quality of work and their quality of life.

Developing a Wellness Mindset

The opportunity for organizations today then, is to ask:

- What are you doing to integrate and align your DEI and wellness strategies?
- What are you doing to adjust workloads and expectations to promote work-life balance?
- How are you addressing race-based and other forms of traumatic stress for employees?
- What are you doing to foster safety and inclusion and not impose covering demands?
- What are you doing to ensure your wellbeing initiatives are accessible to all employees?

The WIS® Method developed by Joyce Odidison offers a holistic framework to understand and explore these questions; one that positions wellness as a mindset supported by interconnect-ed, interdependent competencies across nine dimensions and has interpersonal wellness at its core. A framework that will help draw critical connections to - and bolster the success of - your DEI planning and efforts.

To learn more about the WIS® Method model and access the tools, resources, motivation and best practices you need to rebuild a smarter, more inclusive wellness strategy at work, join us November 8-10, 2021 for the live virtual Global Workplace Wellness Summit. Register now!

You can also take advantage of a pre-Summit DEI & Well-being Lunch & Learn planned for November 3, 2021, and hosted in partnership with the Canadian Congress on Inclusive Diversity and Workplace Equity. Save your seat today!



Carrie Burd,
CDP®, CDR®, WCMC, APHRM



How to Make Sense of a Difficult Conflict Situation

Submitted by **Joyce Odidison, Conflict Analyst & Interpersonal Wellness Expert President of interpersonal Wellness Services Inc.**

Have you ever felt uncomfortable or embarrassed about being in conflict? If so, I hope by the end of this article, you will have new ways of thinking about conflict so you may answer either yes, or no, to the above question, without feeling bad about yourself.

Let me begin by saying that conflict is neither good nor bad. The many acts of injustices, mistreatment, inequities, and negative competition that people engage in when in conflict seems to have coloured our view of conflict. Creating in our minds a perception that conflict is bad and should be avoided at all cost. Unfortunately, this negative connotation of conflict is not beneficial as we may avoid conflict needlessly, even those conflicts that are a catalyst for positive change.

The Nature of Conflict

Conflicts naturally result from human interactions. They stem from dissatisfaction, unease, competition, disagreement, or perception of scarce resources to meet one's needs or interests. The unease or scarcity can be perceived or real. Conflict may also occur because we face a value clash, where parties desire to remain loyal to their values may cause them to hold strong opposing stances.



The Brain and Conflict

The human brain is designed to continually assess life situations and identify resources that are most suited to our comfort and preferences. We are programmed to want the things that will make us happy, and ensure our survival and future comfort. Thus, our brain without conscious thought will evaluate our surroundings and environment in search of what will bring us the greatest value, the most opportunities, or the biggest return on our investments. The brain will also help us assess what will give us more influence, power, status, or money.

Living a richer, more expressive, and meaningful life, even at the expense of another's survival is within the capacity of humans. It is when conscience, values, and societal norms send us disconfirming information that we adjust the fulfillment of our personal needs and interests to allow for others. Let's examine the relationship between biology and conflicts.

The Biology of Conflict

An important aspect of human biology is what happens to our bodies when we are in conflict. The human brain is made up of the following three interconnected parts:

The **reptilian brain**, which houses the brain stem and cerebellum, and controls our vital functions such as heart rate, breathing, body temperature, and balance.

The **limbic system** makes up of the hippocampus, amygdala, and hypothalamus, and controls emotions, memories, behaviours, and value judgments.

The **neocortex**, home of the two brain hemispheres controls human language, imagination, abstract thought, and learning abilities.

These well developed and sophisticated brain system ensures our survival. The brain does most of its work at the subconscious level, seldom needing a conscious thought on our part to regulate breathing, heart rate, and other automatic biological functions.

Physiological Responses to Conflict

When we are upset or in conflict, our brain supplies energy to parts of our bodies necessary for us to take flight and run, or to defend ourselves by fighting.

The reptilian brain and the limbic system, the first two parts of the brain that are responsible for the body functions, prepares us to defend ourselves or to run away from a perceived threat. Blood flow to the cerebral cortex is reduced since most of the blood goes from the brain to regulate our vital functions such as heart rate and breathing, as well as to strengthen our muscles.

The brain's sole function in times of conflict is survival. In conflict, our senses are elevated; we also become more alert, and a high quantity of the hormone, adrenalin, is pumped into our bloodstream. The functions of abstract thought and rational thinking are also reduced. Incidentally, this is not the right time to engage in a negotiation.

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and explore ways to build back smarter
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Biology Versus Social Blunder

The brain's main purpose is to secure our survival and safety, whatever we may interpret those to be. The brain will provide us with multiple ways to do whatever it takes to survive. It will provide adrenalin to fight or run when we are in danger, speed up our heart rate and awareness when we are afraid, propel us to search for water if we are thirsty, and food if we are hungry. Thus, if it comes to our survival, humans have the capacity to eat each other's corpses to stay alive. It could therefore be argued that due to the biological programming of our brain, conflict is inevitable.

We are naturally going to seek out the things that are in our best interest, requiring us to make a conscious effort to meet the needs and interests of those we live or work with. Conflict is inevitable because we are not always able to assess our best interests fairly and equitably against that of those around us. There are times when to prevent conflict, we will need to forego our needs and settle for meeting our mutual needs or the other person's needs, which goes against what the brain is trained to do. Thus, to manage our relationships we need to retrain our brains to think of **our** interests instead of **my** interests.

Is it a Conflict or a Problem?

It's important to be able to tell what's happening and what to do about it when things get challenging in a relationship, at home, or at work. It's important to have a quick way to assess if you are facing a conflict or a problem so that you can proceed wisely.

While a problem may be frustrating and can cause you to scream, the situation doesn't allow for blaming others or inspire a desire to get retribution. When we face a problem like a leaky faucet, we look to see what is wrong, what broke, and what needs fixing. We look at ways to solve the problem, and our feelings and identity are not challenged. We don't feel let down by the faucet, nor do we go into an identity crisis about our worth in the relationship with the faucet. We don't have a desire to attack the faucet. We may be short-tempered or annoyed but we don't demand that the faucet does something to resolve the situation.

When a conflict occurs such as a colleague cheating or superior taking credit due you, you feel betrayed, your feelings and identity come into question, the entire relationship is scrutinized, weighed, and measured through new lenses. Things that were okay in the past now become proof that they lacked credibility. All actions and interactions are reviewed, and all past hurts become magnified.

Questions about whether they respected or cared about you, or whether they meant you ill all along are considered. The differences in values are magnified along with your identity questions in the relationship overall. The value they may have placed on the relationship is also questioned. This situation has all the hallmarks of a conflict that can progress from just you and your colleague or boss, and other co-workers who may feel torn to side with either of you.

Conflict and Social Expectations

In a world where we are not the strongest, fastest, or most agile, the ability to weigh the odds in our favour and to quickly decide on those most favourable to us is what has made the human species resilient. This very trait can damage relationships, erode trust, hurt those we love, and create interpersonal conflicts. To live well in groups, we must follow certain rules to prevent anarchy and not revert to the survival of the fittest. Thus, we've been socialized to think of others' needs, to practice the law of reciprocity, to replace what we've used and to respect other people's property. Social norms and values teach us to share, think of the other person, consider other people's feelings, and a host of other social and interpersonal requirements that is counter to our biology.

To frame this through the interpersonal wellness lenses, the relationship becomes strained and fettered. Negative energy amounts and people stop communicating responsibly. Trust and integrity is eroded and negative emotions and unkind thoughts and actions toward each other increases. This increases stress levels, anxiety, fear and ill health set in if the conflict is prolonged.

The social challenge is that though we are physiologically designed to act with our best interests in mind, it is also necessary for us to work, live, and play well together. Unfortunately, this is easier said than done, thus conflicts will happen, and we need to be prepared to understand, assess, and manage the strong emotions that accompany conflicts in our work and life.

This year at the **Global Workplace Wellness Summit**, I will be teaching **The Trust Factor** – aligning trust and integrity to spiritual wellness and high performance. Do not miss this session as I will be teaching from my new book, the **WIS® Method**. Learn how trust can impact the bottom line and build high performing teams and employees on **Day 1 of the Summit**. [Register here](#)





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Global Workplace Wellness Summit

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THE MAGIC OF MOVEMENT FOR ULTIMATE BRAIN & BODY WELLNESS

By **Sonia Satra**

Did you know that in the last 18 months, workplace stress reached its highest peak ever?



According to recent data, 2020 was the single most stressful year in history. [94% of workers report being stressed](#), which is double the rate from 2019. Rates of depression, anxiety, and even PTSD have skyrocketed. All these things cost businesses billions of dollars per year in lost productivity (yes, billions) – and they also cause immeasurable, sometimes invisible personal losses: strained relationships, trouble sleeping, lost potential, and lower quality of life.

Stress is a massive threat to our wellness, and it's not going away anytime soon. (In fact, going back to work in person is causing its own snowball-effect of stress.) That means that we need a way to combat it, to mitigate its effects on our minds and bodies, and on our lives and workplaces.

Fortunately, we have two powerful tools that will boost our mental and physical health, increase focus and creativity, and seriously maximize productivity.

What are those tools?

Movement and mindset.

I've always been both an exercise fan and a mindset junkie, but I can pinpoint the day I discovered how powerful they are when you combine them. I was a new mom with two young kids, transitioning careers from actress to life coach. I was swamped and frazzled, and I knew I needed to get some exercise, *and* do something about my stressed-out mindset. But I felt like I never had any *time*.

One morning, I snuck out to the gym for a precious half-hour workout. As my feet pounded the treadmill, I stared up at the string of TVs, each one showing worse news than the last.

Ugh, I thought. Just seeing that stuff makes me feel tired. I wish I could have brought my vision board—that way I'd have something exciting to think about while I work out.

That was the *a-ha!* moment where my business, Moticise, was born. Wouldn't it be great if we could have a life coach and exercise session in one? Not only would we save time, but we'd also feel more energized

about our goals. I've always come up with my best ideas while running – so wouldn't it make sense to use that time to brainstorm? Win-win!

I went home and got started right away. I dug into the research around exercise, curious to learn if my hunch was correct. It turns out I was right – mindset and movement work in tandem. Together, they are the most powerful tools in the world. They impact *every* area of life.

Let's look at some of the amazing research out there about movement, mindset, and how the two together can help you step into the best possible version of yourself.

The magic of movement

In his book *Spark: The Revolutionary New Science of Exercise and the Brain*, Harvard professor John Ratey calls exercise the “Miracle-Gro” of the brain. Physical activity triggers the growth of new neural pathways, physically expanding our brains and boosting our powers of focus, learning, and creativity.

One of his case studies was an experiment called Zero Hour. In 2004, teachers in Naperville, Illinois launched a program where students came to school an hour early to exercise. After a semester, the district—consisting of 19,000 students—reported their results:

- Students who participated in both the morning exercise and a literacy class showed 134% of a year's growth on standardized reading tests. (The control group's growth was 70% .)
- In 2005, Naperville students finished just ahead of Singapore in the science section of the TIMMS (Trends in International Mathematics and Science Study), a standardized test on which the US has historically done poorly. Singapore had previously ranked #1 in the world. In the math section, Naperville students ranked sixth in the world.
- Plus the students in this school district had a 3% obesity rate, a significantly lower rate than 18.9 % national average.

Since then, some adventurous teachers have taken this to heart, bringing exercise into their classrooms (literally). Invariably, their students' grades improve, as do their moods, behavior, and social dynamics.

Why?

Simple: exercise primes your brain to focus, learn, and remember. It also gives you more energy, makes you happier, and improves your mental health.

My client Carolyn experienced a version of this in her own life. Like many of us, She'd been stuck on Zoom for most of the pandemic. A marketing consultant who ran her own business, Carolyn was now trying to juggle that more-than-fulltime career with home-schooling three young children. Yet she barely had the energy to get out of bed. She felt exhausted, overwhelmed, and completely unable to focus. Her marriage was strained, her kids were acting out, and now, her clients had noticed the quality of her work was slipping. She knew she had to do something

She came to see me, and I saw right away what was missing: Carolyn had stopped exercising. She hadn't gone for a run, done a single yoga pose, or even played with her kids in months. She'd gone from being an avid gym-goer to practically immobile.

Carolyn agreed to try Moticise, my special blend of mindset and movement (it means "motivational exercise," and I'll tell you more about it soon). She committed to going for a run three days a week, doing yoga on her off days, and spending at least half an hour a day doing something active with her kids. During her runs and yoga, she would do certain mindset tools to help her tap her focus and creativity.

It didn't take long for Carolyn to

see results. Within two weeks, she called me, sounding breathless with excitement. "Sonia," she said, "I have to tell you what a difference this has made. I feel so much better. I have more energy, my mind is clear, and I'm just...*happier*. More relaxed. Things don't get to me as much. And oh my god, I can concentrate again. It's incredible. On days when I don't do Moticise, I can tell, my kids can tell, I swear even my clients can tell. You weren't joking...exercise is like a magic focus pill!" (I'm serious, she said all that.) It is impossible to understate the power of exercise on our wellbeing.

Here are just a couple of my favorite facts about it:

- Any time you move, your muscles secrete chemicals known as myokines into your bloodstream, where they kill cancer cells, reduce inflammation, and control blood sugar. They also help the brain and body recover from stress, depression, and trauma. They have such a powerful and positive effect on the immune system that scientists call them "hope molecules."
- Exercise is as effective as antidepressants. It causes the same structural changes in the brain in the hypothalamus. That's why doctors in England and Canada make exercise the

first choice of prescription for depression and mood disorders. New Zealand and Australia go even further - doctors there consider lack of exercise as a potential cause of depression, backed by studies of moderately active adults who become sedentary.

- When adults are randomly assigned to reduce their daily step count, 88% become more depressed. Within one week of becoming more sedentary, they report a 31% decline in life satisfaction.

"The entire purpose of the human brain is to produce movement," writes neuroscientist Daniel Wolpert. "This is why our biology includes so many ways to reward moving. If you are willing to move, your muscles will give you hope. Your brain will orchestrate pleasure. And your entire physiology will adjust to help you find the energy, purpose, and courage to keep going."

When you move your body, you generate movement in your life. Your body feels lighter. You have more energy. You find new reserves of creativity, strength, and passion that were previously blocked. You notice things coming to you in ways you never imagined. In short, your whole life transforms.

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The magic of mindset

Let's turn our attention to the second superpower we have - mindset.

First, let's look at how mindset impacts exercise. Then, we'll widen our scope to three of my favorite mindset tools that you can use to beat stress and step into your most powerful, creative, energized self.

Your mindset impacts literally every area of your life. It impacts your mood, your focus, your goals, your relationships, and yes, even your physical health. It's so powerful that it actually determines the effects of exercise on your body.

In 2007, Harvard psychologists interviewed a group of hotel maids about their exercise habits. At the start of the study, 67% of the maids said they didn't get enough physical exercise. The remaining third

said they got none whatsoever. This was surprising, because their jobs were very active - changing sheets, doing laundry, pushing heavy carts around - which actually exceeded the basic daily recommendations for exercise. The researchers then divided them into two groups. They explained to Group 1 just how much exercise they were getting during each daily task—even looking at calories burned. Group 2 was told nothing at all.

After a month, they took the measurements of all the women, and compared them to the measurements they'd taken Day 1. The maids of Group 1 had a decrease in weight, waist-to-hip ratio, and in blood pressure. Group 2 had no such changes.

The upshot? Mindset is so important that it can even make or break the effects of exercise. What the maids *believed* about their physical activity had more

of an impact on their bodies than their actions.

Our minds are far more powerful than we know. What we think, what we believe, what we focus on, what we say to ourselves - those are all extremely powerful forces that really and truly impact not only bodies and our health but also the world around us.

Yet so many of us walk around thinking *This sucks, I'm not good enough, why can't I ever do anything right?* We let negativity fill up our minds, not knowing that our mindset determines our reality.

That's why we need to put our mindset to work *for* us, not against us.

- How can we do that?
- By using mindset tools.
- Here are three of my favorites:

Visualization

Your brain doesn't know the difference between what's real and what's imagined. Seriously. When you imagine an action, say, throwing a softball, the exact same areas in your brain light up as when you actually throw a softball. That's why the most successful athletes in the world use visualization to step into the future. In doing so, they're training their mind and their body for the real thing.

You can do this anytime, anywhere. Visualize your end goal - what is that you want? What is your vision for your life, your work, your health, your career? You can also visualize those hard things you've been meaning to do but putting off - picking up the phone, having a hard conversation. See yourself doing those things in as much detail as possible. Then, when it's time to step up and do them, your brain is well prepared.

Affirmations

Your most frequent thoughts become physical pathways in your brain. That's why it's easy to think them – they're familiar territory. It's like staying on a paved, well-lit highway versus bush-whacking through the jungle. That's also why we need to practice saying positive, empowering things to ourselves – because over time, those will become second nature to us. They'll be physically ingrained in our brains.

So try it – give yourself some short, memorable affirmations like “I am strong.” “I can do this.” “I am good enough.” “I got this!” Say those things over and over again – several times a day – and notice how your mindset starts to shift!

Powerful questions

To put it simply, your brain is basically Google. It's designed to answer any question you ask. So we need to make sure we ask the right questions.

Things like *What do I have going for me? What am I doing well? What can I do better?* (Contrast these with what we often ask ourselves: *Why do I suck? Why does nothing ever work out?!*) By asking yourself powerful questions, you'll focus your brain on those things – and in doing so, you'll get powerful answers. So notice the next time you ask yourself a question. Shift that so the question will get you the best possible result.



Mindset + movement = Moticise

Movement and mindset are so powerful that I built my company on them, and I use them every single day – with clients, with my family, with myself. One of the wonderful things about them is that the more you use them, the easier they get! So take every available opportunity to move. Give yourself little breaks throughout the workday. (You'll be amazed at what a difference a minute makes.) Take every chance to shift your focus toward what you want, not what you don't want. Ask powerful questions, and do positive affirmations. It won't take you long at all to start seeing some amazing results.

I want to leave you with three simple yet powerful Moticise tips, which will help you save time *and* use those two oh-so-powerful tools to achieve maximum wellness.

Here they are:

- **Lunge press:** Call to mind what it is you want. With each lunge forward, imagine your vision. Step into that future, the one where it's already happening. What does that look like? Who's there? What's your day like? If you were as strong and powerful as you want to be, what would you achieve?
- **Gratitude quats:** Feel your core strength, the power in your legs, as you squat. What do you already have, that will help you get what you want? With each squat, name something you've got in your wheelhouse. A degree, life experience, passion? What is it for you?
- **Bicep curls:** Choose a goal – maybe one you're already working on, or something you really want to achieve. Now, ask: What do you have? With each rep, name something that you already have going for you that will

help you achieve that goal. Pull those things in, and know they are there to help and support you achieve your goal and make you stronger.

When you combine movement with mindset, you tap into the two most powerful forces in the world. Simply adding movement to your day – and shifting your mindset as you do – will transform the way you work, live, love, and lead. You'll notice that you're less stressed and better able to focus. You'll notice answers coming to you when you least expect them. You'll start to see opportunities you didn't see before.

In short, your whole life will change for the better – simply because you moved your body and shifted your mind. Go out and shine.

A background image showing four business professionals in a meeting. A man in a dark suit and glasses is speaking and gesturing with his hands. Three other people (two women and one man) are listening attentively. A large blue circle with a red border is overlaid on the center of the image, containing the main title.

Global Workplace Wellness Summit Agenda



GLOBAL WORKPLACE
Wellness Summit

Monday, November 8th, 2021:
8:00 am – 4:30 pm (CDT)

Evening agenda
7:00pm -10:00pm (CDT)

Ideal for shift workers and multiple time zones

This agenda is in central daylight-saving time (CDT).
Please calculate your time zone

DAY 1 AGENDA

November 8, 2021

FOCUS: leading inclusive wellness for health and performance

8:30 -8:20 am - Welcome and Introductions

8:20 - 8:45 am - Opening Ceremony

Session 1 Day 1- Morning Agenda

8:45 - Morning Program Commencement

Morning Workshops: 8:45 am - 11:30 am

8:45 - 9:45am - THE SPIRITUAL WELLNESS & TRUST FACTOR!

Explore The Spiritual Wellness Links to Trust and High Performance
and Interactive spiritual wellness activity to ground your day.

Morning Workshop: 9:45 am - 11:30 am

Teaching from her newly released 6th Book "The WIS Method"; Joyce Odidison will lead attendees through a spiritual wellness journey to identify risk factors and costs such as loss of meaning and purpose, trust, professional self-esteem, and integrity at work. This awareness-raising session will offer dynamic conversation starters to facilitate trust-building, integrity, and wellness competency teaching, to foster well-being, and high performance at work.

Participants will learn to:

- ✓ Identify spiritual wellness deficits quickly
- ✓ Understand the connection between faith, courage, and trust
- ✓ Make the link between spiritual wellness, integrity, and high-performance at work

11:30am - 12:00 pm LUNCH BREAK

12:00 pm - 12:30 pm KEYNOTE ADDRESS



Keynote Speaker Dr. Lawrence Loh

Topic: Exploring the connections between community health and wellness and workplace wellness

Come and learn the connections between our community and workplace health and wellness and the lessons learned from the global pandemic, as Dr. Loh shares the connections and how we can make changes to facilitate health and wellness.

Afternoon Workshops: 12:40 pm - 4:30 pm

12:40 - 1:10 pm

Panel Discussion

Leadership, Wellbeing and Engagement Committee Panel

Member Panelists:

Adriana Fuentes, Regional Manager; Audrey McGibbon, Psychologist, Cathy Lieberman, Elizabeth Boetius, Elma Strohmayer, Kelly Holmes, Ricco Thurwalker, Steven Howard, Sumit Seth, William Phillips

Moderator: Steven Howard

Panel Overview:

Steven Howard - The Business Case for Workplace Wellness

- The Business Case for Workplace Wellness
- Where to Focus / Where to Start

Cathy Lieberman - Leading a Culture of Wellness

- Why a Culture of Wellness Matters?
- How to Create a Culture of Wellness

Audrey McGibbon - Why and How to Measure Leadership Wellbeing

- Impact of Leadership Wellbeing on Productivity and Results
- How Leadership Wellbeing Impacts the Organization

1:10 pm - *Question & Answer: The panel will take questions from the audience*

1:20pm - 2:00pm Track 1 & 2

Track 1

Workshop

Leading a Culture of Wellness

Facilitators: Cathy Lieberman

9:35 - 9:45 am

ENERGY BREAK

Dr. Patience Hemenway, Breath Specialist

9:45 - 10:40 am

Panel Discussion

Diversity Equity and inclusion (DEI) and Well-being Committee Panel

Member Panelists:

Joyce Odidison, Mim Senft, Carrie Burd, Natasha Jainarine, Mamadou Ka, Ben Akoh, Alex Ihama, Leila Kossau

Moderator: Carrie Burd

Topic: DEI & Well-being - Hot topics on DEI and it's impact in the workplace on employees' emotional, mental, and physical health and well-being.

10:30 am - *Question & Answer: The panel will take questions from the audience*

10:45am - 11:30am Track 1 & 2

Track 1

Workshop

DIE Strategies for Inclusive Wellness at Work

Facilitators: Mim Senft, Carrie Burd, & Ben Akoh

Attendees will get an overview of the diversity iceberg and key aspects of diversity intersectionality such as:

- Faces of Diversity: Expounding the diversity iceberg
- Financial Wellness: Gender, Diversity & Pay Equity Issues at Work.
- Strategies to address biases and DEI through the employee life cycle for well-being

Track 2

Workshop

Healing Generational DEI Trauma to Promote Relational Well-being

Facilitators: Dr. Mamadou Ka, Natasha Jainarine & Alex Ihama

DEI wrongs and injustices at work have been making news and causing much embarrassment for organizations and many employees to lose their positions. Little is being discussed about healing the DEI traumas caused by these wrongs. This session will highlight ways to address and heal DEI traumas and how to reduce opportunities for those to repeated.

Participants will Learn:

- ✓ Connections between psychological safety, DEI, (anti)racism and well-being
- ✓ Understand how microaggression can lead to errors, failures, exclusion and mental illness
- ✓ How to encourage micro-affirmations at work to foster good will and inclusion and reduce discrimination and DEI trauma at work

Attendees will get an overview of the advantages to leading a culture of wellness at work. Explore the challenges and the rewards.

- Why a Culture of Wellness Matters?
- How to Create a Culture of Wellness

Track 2 Leadership Opportunities and Challenges

Facilitators: Sheila Jagannathan

Attendees will get an overview of the advantages to leading a culture of wellness at work. This session will:

- Explore opportunities
- Explore challenges
- Expand on the advantages

2:00 - 2:15 pm BREAK

2:15 pm - 4:00 pm Workplace Health & Performance Charter

WORKPLACE HEALTH & PERFORMANCE CHARTER – CO-CHAired BY WELLNESS WORKS CANADA

Speakers and Panelists: Graham Lowe, Victoria Grainger, Laurel Kirchner, Blair Schachterle, Kara Brown

Sharing Leading Practices to Support Workplace Performance, a Healthy Population, and High Performing Economy

Sharing Leading Workplace Practices to Support a Healthy Population and High Performing Economy

Come to learn and be inspired by Workplace Health and Performance Charter signatories as they share their leading practices, how they overcame challenges, and how they are helping to achieve a shared vision of a healthy population and high performing economy.

Graham Lowe, PhD and Victoria Grainger, MBA will lead an inspiring and thought-provoking session including a review of workplace trends, a panel discussion, and intimate breakout sessions. The topics that will be focused on include:

- ✓ Addressing the great resignation with effective recruitment and retention strategies
- ✓ Supporting workplace health and productivity while returning to the physical workspace or a hybrid environment
- ✓ Creating a movement of workplace health and performance

Reflections - VIP Spotlight

4:00 pm - 4:30 pm VIP Share - Your one take away today

4:30 pm Adjournment

Day 1

Evening Session

Workshops: 7:00 pm - 10:00 pm (CDT)

Ideal for those joining from the Asia Pacific (APAC) Region

Personal Emotional Wellness and Track

Evening Workshops: 7:00 - 10:00 pm

7:00 pm - 7:15pm

Introduction
Aligning Wellness to High Performance

7:15 pm - 8:15 pm

The WIS® Method: Spiritual Wellness Competency Teaching
Interactive Activity

Teaching from her newly released 6th Book "The WIS Method"; Joyce Odidison will lead attendees through a spiritual wellness exploration to identify risk factors and costs such as loss of meaning and purpose, trust, professional self-esteem, and integrity in our workplaces. This awareness-raising session will offer dynamic conversations starters to get you ready to facilitate trust-building integrity wellness competency teachings to foster well-being and high performance at work.

Participants will Learn to:

- ✓ Identify spiritual wellness deficits quickly
- ✓ Understand how to improve their professional self-esteem
- ✓ Make the link between spiritual wellness, integrity and trust at work

8:15 pm - 8:30pm

Meditative Energy Break

8:30 pm - 9:30 pm Panel Discussion

Panelist: Ghaya Barwani, Henna Sharma, & Nasrin

Topic: Well-being Support for Leaders and Employees to promote wellness at work

Attendees will get an overview of the advantages to leading a culture of wellness at work. Explore the challenges and the rewards.

- Explore ways to address biases and diversity through the employee life cycle and well-being
- Sustainable wellness programs and wellbeing leadership for all
- Eradication of ethical blind spots
- Ensuring that all organizational bottom lines are measured and maintained; social, environmental as well as financial ones.
- Positive work culture - despite the times
- Adopting a wellness mindset towards change

9:30 pm- 9:45 pm Questions & Answers

9:45 pm - 10:00 pm

Adjournment

END OF DAY 1

WRAP UP

Monday, November 9th, 2021: 8:00 am – 4:30 pm (CDT)

Evening agenda 7:00pm -10:00pm (CDT)

Ideal for shift workers and multiple time zones

This agenda is in central daylight-saving time (CDT).
Please calculate your time zone

DAY 2 AGENDA

November 9, 2021

FOCUS: Well-being Strategies To Enhance Performance

8:00 -8:20 am - Networking & Sponsorship Spotlight
8:20 - 8:35 am - Warm-up Breath Work

Session 1 Day 2- Morning Agenda

8:35 - Morning Program Commencement

Morning Workshops: 8:35 am - 11:30 am

8:35 - 9:45am - THE EMOTIONAL WELLNESS AND PERFORMANCE FACTOR!

Explore The Emotional Wellness Links to attitudes, engagement, self-mastery, and Performance with this Interactive emotional wellness activity to start your day.

Morning Workshop: 9:35 am - 11:30 am

Start the day with this interactive emotional wellness exercise that examines how employee's emotional wellness can impact their engagement, attitudes, concentration, and help reduce accidents, injuries, and costly errors at work. **Join the Emotional Wellness Competency teaching for people at work. Expose your team to this newly updated emotional wellness teaching from Joyce's 6th book - The WIS® Method: An Inclusive Wellness Competency Teaching & Coaching Framework. Come explore the Emotional Factor of High Performance at work.**

Participants will Learn to:

- ✓ Quickly identify emotional wellness triggers
- ✓ Understand how emotions can rule your day and dictate your performance level
- ✓ Explore the emotional wellness competency self-mastery, and some easy ways to practice it at work

9:35 - 9:45 am

ENERGY BREAK

with Dr. Patience Hemenway, Breath Specialist

9:45 - 10:40 am

**Panel Discussion
Work-life Balance and Well-being Committee Panel**

Member Panelists:

Noa Hadad, Guy Glantser, Noam Wakrat, Mali Alcobi

Andrew Pakes: The right to disconnect

- how employees in new era can benefit from a union organization?
- How Prospect is leading the awareness and practice of the right to disconnect among organizations in the UK?

Noa Hadad & Guy Glantser: Flexibility and gender equality

- Why is it so important to focus on dads work life balance in order to influence the whole family? And what is the "dad at 16:00 "government campaign in Israel?

Noam Wakrat & Mali Alcobi: Shorten the work week

- A case study: What are the results of shorten the work week, every 2 weeks, on the productivity, motivation and engagement of the employees at Forter in Israel.

10:30 am - *Question & Answer: The panel will take questions from the audience*

10:30am - 11:00am

VIP Track

Speaker: Kay Sargeant

ALIGN DEI and Workplace Wellbeing to Accelerate High Performance

1 in 7 people are considered neurodiverse but fewer than 50% know it. The build environments that we live, work and play in impacts each of us in various ways, and we can help address the issue. To truly design inclusive space, it's important to understand how space effects people from these varied perspectives. Not only is designing to be inclusive the right thing to do, but there is a compelling business case for it.

Attendees will learn:

- Various aspects of diversity, with a focus on neurodiversity
- Explore how to create spaces that are more physically and culturally inclusive
- The business case for inclusive space design where people thrive

10:35 am - 11:30 am

WELLNESS AT WORK IN AFRICAN COUNTRIES

10:35 am - 11:00 am

**Panel Discussion
African Well-being Committee**

Committee Members:

- Dr Abiye Alamina - Nigeria
- B. Ms Patience - Ghana for West Africa
- C. Ms Rhadi - South Africa
- Adelowo Adesina - Nigeria

The Emergence of Workplace Wellness in Key African Countries

An exploration of the trends in workplace wellness in key African countries, the challenges and opportunities. Hear about the workplace wellness research and practicum conducted by this team and their recommendations.

Participants will Learn:

- ✓ What's happening on the ground
- ✓ Programs in place and the challenges and opportunities that exist
- ✓ Key areas of development and investment in workplace wellness

**11:00 am - 11:30 am Panel Discussion
African Well-being Committee Panel**

Moderator: Adelowo Adesina

Exploring the lessons learned and the way forward for workplace wellness in key African countries. What can be learned from leaders in the field and from collaboration.

11:30am - 12:00pm VIP Power Netwrking Session

11:30 am - 12:00 pm Join the VIP Power Networking Session

Meet the Speakers

Want to meet the speakers, network, add new contacts to your profile and get support and resources from our speakers? VIP Pass now so you can:

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12:00pm - 12:30 pm LUNCH BREAK

12:00 pm - 12:30 pm KEYNOTE ADDRESS



**Keynote Speaker
Dr. MARY DONOHUE**

Topic: The Feedback Gap

The Feedback Gap is defined as an employee's inability to find resources to solve problems that arise every day in the workforce and to use these solutions to advance their careers. The Feedback Gap has a negative effect on mental health because it inhibits team members, particularly women, Indigenous, racially diverse and LGBT+, from verbalizing questions and concerns, and highlighting cultural indignities. *The net effects of the Feedback Gap are presenteeism, stereotype proliferation, staff exits, and/or short-term disability. The psychological and physical problems of employees who are suffering from the burnout due to the Feedback Gap is an unaccrued cost in profit and loss statements.*

Afternoon Workshops: 12:40 pm - 4:30 pm

12:40 - 1:10 pm

Panel Discussion

Designing and Executing Workplace Well-being Strategies

Committee Panel

Member Panelists:

Victoria Grainer, Mim Senft, Allan Smofsky, Joyce Odidison, Mbali Maseko

Moderator: Mim Senft

Topic: Hot Topics in Corporate Health and Wellness

- Next generation of wellness strategies and policies for the pandemic era
- Embracing uncertainty and change, and transition with agility and resilience
- DEI, well-being and proactive preventative mental health strategies

1:10 pm - *Question & Answer: The panel will take questions from the audience*

1:20pm - 2:00pm

Track 1 & 2

Track 1 Proactive and Preventative Mental Health Initiatives at Work for DEI and Well-being

Facilitators: Mbali Maseko, Joyce Odidison, Gayatri Chadwa

Get a step by step outline for creating a proactive and preventative mental health initiative in your organization. This presentation will outline a way forward that includes, policy development, awareness, DEI, and well-being challenges and execution.

Participants will learn:

- Initial stages of the mental health initiative
- Policy development steps
- DIE and well-being proactive mental health initiatives
- Implementation, activities and program strategies
- Policy evaluation steps

Track 2 Emerging Issues in Workplace Wellness

Facilitators: Victoria Grainger, Allan Smofsky, & Mim Senft

An exploration of hot topics and recent trends in workplace wellness initiatives in response to the social justice wave and the global pandemic.

Attendees will Learn:

- ✓ What's shifted in workplace wellness
- ✓ Key strategies to expand and respond to new workplace wellness challenges
- ✓ Interesting and new ideas to and trends that may influence workplace wellness in the near future

2:00 - 2:15 pm

BREAK

Track 1

Financial Wellbeing impact on Employees

Facilitators: Nuz Chagan

Exploration of financial wellness issues impacting employees' mental health

- The data in the UK that indicates the movement towards creating education and awareness around financial wellbeing as many employees have been facing tough times during the pandemic and we are seeing the effects even now
- Understanding mindfulness and money
- How can organizations support with financial education as this was not taught at school level
- The different stages in life we need to consider irrespective of where in the world you are.

Track 2 Wellness Coaching Strategies for Workplaces

Moderator: Merci Miglino

Facilitators: Carol Keith, Althea Burke, Carrie Burd, Mamadou Ka, Joyce Odidison

Is wellness coaching here to stay?



This session will address the impact of wellness coaching in workplaces, latest trends in the area of workplace wellness and how to apply wellness coaching strategies in your workplace, how, when, and why

Attendees will learn:

- ✓ Trends in health and wellness coaching
- ✓ The benefits and cost to health and wellness coaching
- ✓ When and how to implement wellness coaching as a workplace wellness initiative

Reflections - VIP Spotlight

4:00 pm - 4:30 VIP Share - Your one take away today

4:30 pm Adjournment

Day 2

Evening Session

Workshops: 7:00 pm - 10:00 pm (CDT)

Ideal for those joining from the Asia Pacific (APAC) Region

Well-being Strategies To Enhance Performance

Evening Workshops: 7:00 - 10:00 pm

7:00 pm - 7:15pm **Introduction**

Well-being Strategies To Enhance Performance

7:15 pm - 8:15 pm The WIS® Method: Emotional

Start the day with this interactive emotional wellness exercise that examines how employee's emotional wellness can impact their engagement, attitudes, concentration, and help reduce accidents, injuries, and costly errors at work. **Join the Emotional Wellness Competency teaching for people at work. Expose your team to this newly updated emotional wellness teaching from Joyce's 6th book - The WIS® Method: An Inclusive Wellness Competency Teaching & Coaching Framework.** Come explore the Emotional Factor of High Performance at work.

Participants will Learn to:

- ✓ Quickly identify emotional wellness triggers
- ✓ Understand how emotions can rule your day and dictate your performance level

8:00 pm - 8:30 pm Take Breaks Before You Break

8:00 pm - 8:30 pm

Facilitator: Patience Hemenway

Topic: Simple powerful daily stretches to instantly feel better at work

Daily implementation of simple yet powerful stretching/breathing techniques will reduce sick days and improve productivity. Take away pain and ache prevention and natural energy boosting techniques that will help you:

- Incorporate breaks into your workday
- Use breathing as a tool for vitality during the workday
- Stretch to flex the commonly used body parts

8:30 pm - 9:00 pm Mental Health Strategies and Policies at Work

8:30 pm - 9:00 pm Panel Discussion

Topic: Mental Health Proactive and Preventative Strategies

Attendees will get an overview of the advantages to creating a preventative and proactive mental health initiative at work.

- Explore the challenges of creating a mental health initiative
- Developing and executing your mental health strategy

9:45 pm - 10:00 pm Adjournment

Monday, November 10th, 2021:
8:00 am – 4:30 pm (CDT)

Evening agenda
7:00pm -10:00pm (CDT)

Ideal for shift workers and multiple time zones

This agenda is in central daylight-saving time (CDT).
Please calculate your time zone

DAY 3 AGENDA

November 10, 2021

FOCUS: Thriving Through Disruption

8:00 -8:20 am - Networking & Sponsorship Spotlight

8:20 - 8:35 am - Warm-up Breath Work

Session 1 Day 3- Morning Agenda

8:35 - Morning Program Commencement

Morning Workshops: 8:35 am - 11:30 am

8:35 - 9:45am - THE EMOTIONAL WELLNESS AND PERFORMANCE FACTOR!

Explore The links between DEI Conflicts, Interpersonal Resilience and High Performance and Interactive interpersonal wellness activity to expand your awareness

Morning Workshop: 9:35 am - 11:30 am

DEI and Interpersonal Resilience are essential to withstand the human threats of the future. Global warming and natural disasters threaten our communities, workforce, and industries every year. Humans of all groups must learn to work together in the face of mounting disasters and depletion of resources.

Start your day with the interactive DEI and interpersonal wellness audit that examines how you make assumptions, biases, and judgements about others that may impact the health of DEI relationships. Join the Interpersonal and DEI Competency teaching for people at work. Expose your team to this newly updated emotional wellness teaching from Joyce's 6th book - The WIS® Method: An Inclusive Wellness Competency Teaching & Coaching Framework. **Gain insights into how we can reduce DEI conflicts, improve inclusion and interpersonal harmony to drive high performance at work.**

Participants will learn to:

- ✓ Quickly identify DEI conflict triggers
- ✓ Understand how to assess their conflict driven DEI biases
- ✓ Learn the interpersonal resilience wellness competency to drive DEI harmony at work

9:35 - 9:45 am

ENERGY BREAK

with Dr. Patience Hemenway, Breath Specialist

9:45 - 10:40 am

Panel Discussion

Resilience, Self-care & Happiness Well-being Committee Panel

Members:

- Dr. Suresh Devnani - Egypt
- Henna Sharma, Happiness Coach - India
- Shiri Aviel, Mindfulness Trainer - Israel
- Sarah Kay: Laughter Expert - UK
- Kay Nakamura: Self Care Expert - Japan

Member Panelists:

Gain tools and techniques that have worked over the last few years in building happy workplaces by experts from around the globe. Learn best practices, policies, and techniques that companies can implement to help their employees manage their thoughts, emotions, and energy.

- Participants will gain insight on:
- Importance of happiness at work
- Self-care, Happy Individual = Happy Team = High Productivity
- Mindfulness and laughter exercises

10:30 am - *Question & Answer: The panel will take questions from the audience*

10:35 am - 11:30 am

Workplace Environment Wellness Focus

10:35 am - 11:30 am

Panel Discussion

Designing and Maintaining Healthy Workspaces

Panelists: Antonio Gomez-Palacio, Bhavika Nayyar & Richard Le Sueur, Lee-Ann Kosziwka

Designing and Maintaining Healthy Workspaces

Moderator: Lee-Ann Kosziwka

Explore HOW and WHAT can be done to create a healthier work environment with a variety of free "how to" resources.

Participants will Learn:

- Health benefits, equity/reach, and ROI/cost considerations of creating healthier physical work environments

11:30am - 12:00pm

VIP Reception and Networking Session

11:30 am - 12:00 pm

VIP Reception

Meet and greet our speakers and have your questions answered. Our VIP members will be part of the day's meet and greet session.

12:00pm - 12:30 pm

LUNCH BREAK

Afternoon Workshops: 12:30 pm - 4:30 pm

12:30 - 1:00 pm

Artificial Intelligence (AI) and Well-being

Examine the impact of artificial intelligence on our health and well-being. Explore a range of AI tools, gadgets, and resources currently being used to help us manage and monitor our health and wellness.

Join your voice to this interactive exercise.

Workplace Health and Wellness in the Caribbean

12:30 - 1:00 pm

Panel Discussion

Caribbean Committee Members

Committee Panel

Member Panelists:

Dr. Ijah Thompson, Charlene Pedro, Lauri-Ann Ainsworth

Moderator: Charlene Pedro

Topic: Workplace Wellness Strategies

- Challenges and opportunities
- Building Momentum
- Wellness strategies and initiatives for a pandemic era

1:10 pm - *Question & Answer: The panel will take questions from the audience*

1:20pm - 2:00pm

Workshop

Track 1

Diverse & Inclusive Mental Health - Addressing Stigma

Facilitators: Caroline Ribeiro-Nelson & Maiten Panela

This interactive workshop will look at how the status of a person's diversity, equity and inclusion can impact mental health. It will also focus on mental health stigma, the barriers this creates and ways to move forward. This session will involve participants self-reflection and sharing of their perspective on issues related to mental health & Diversity, Equity & Inclusion

Participants will look at:

- The important connection between Mental Health & DEI factors, such as Racism, Sexism, Ableism, Ageism, Homophobia, inequity, discrimination and injustice
- Addressing mental health stigma and overcoming barriers
- Identify some of the personal & professional barriers | challenges, which exist in addressing intersectionality and mental health
- Steps in creating personal & professional wellbeing support strategies

2:00 pm - 2:30 pm

KEYNOTE ADDRESS



Keynote Speaker

Sonia Satra

Topic: The Magic of Movement

Sonia Satra's The Magic of Movement is a fun, high-content, movement-based session for people who want to feel their best in all areas of life. By combining exercise with mindset tools, Sonia Satra helps you tap your mind, body, and emotions to reach your goals, perform at your best, and feel amazing. It's the ultimate life-hacking, goal-reaching, body-toning tool!

In this presentation, Sonia brings her award-winning blend of movement and mindset to:

- Boost your energy, focus, and creativity
- Manage stress and find inner peace
- Strengthen every area of your life - from work to play and everything in between

Mid-Afternoon Break

2:35 pm - 4:00 pm

Become A Wellness Facilitator

Facilitator: Joyce Odidison

Ready to become a hero of our time? There has never been a greater need for health and wellness practitioners as in this post pandemic era. The need for a whole person approach to health and wellness is now, if we are to get ready for the next health and wellness threat to human life.

Becoming A Wellness Facilitator



Wondering what it takes to become a wellness facilitator? As global warming accelerates, health and wellness is becoming the new economy. Learning the tools to facilitate comprehensive wellness with individuals, groups, and organizations is growing in demand. Learn how to use the most comprehensive wellness model on the market with your clients and inside your organizations.

Attendees will learn:

- ✓ Why we should prepare for the next health and wellness crisis
- ✓ The importance of a whole systems approach to health and wellness
- ✓ How to become a wellness facilitator to help with increasing demands for health and well-being

Reflections - VIP Spotlight

4:00 pm - 4:30

VIP Share - Your one take away today

4:30 pm

Adjournment

Day 3

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Well-being Strategies To Enhance Performance

7:15 pm - 7:45 pm

The WIS® Method: DEI Interpersonal Resilience

DEI Interpersonal Resilience are essential with to stand the human threats of the future. Global warming and natural disasters threaten our communities, workforce,, and industries every year. Humans of all groups must learn to rely on each other when crisis mounts and resources are depleted. Start your day with the interactive DEI and interpersonal wellness audit that examines how you make assumptions, biases, and harsh judgements about others that may be depleting the health of DEI relationship. Join the Interpersonal Wellness and DEI Competency teaching for people at work. Expose your team to this newly updated emotional wellness teaching from Joyce's 6th book - The WIS® Method: An Inclusive Wellness Competency Teaching & Coaching Framework. Gain insights into how we can reduce DEI conflicts and improve interpersonal harmony to drive high performance

Participants will Learn to:

- ✓ Quickly identify DEI conflict triggers
- ✓ Understand how assess their conflict driven DEI biases
- ✓ Learn the interpersonal resilience competency to drive DEI harmony at work

7:45 pm - 8:15pm

Meditative Energy Break

8:15 pm - 9:00 pm

Happiness at Work

8:15 pm - 9:00 pm

Panel Discussion

Topic: Creating Healthy Work Environments where employees will thrive

Attendees will get an overview of the latest trends in creative work environment to fuel productivity.

- Understand the benefits of healthy workplaces
- Identify ways to improve happiness in your work environments

9:00 pm - 9:30 pm

Workshop

Facilitator: Beatrix Eder

Working parents, an asset for your organization

There's a growing wave of working mothers choosing to exit the workforce, leaving a gap that is impossible to fill. Learn how your organization can attract and retain working mothers in the workforce.

Participants will learn:

- The reasons why women are choosing to leave their careers
- The steps they can take to attract and keep more working mothers at work

9:30 pm Questions and answers

9:45 pm - 10:00 pm

Adjournment - Thanks for Being with us!

END OF DAY 3

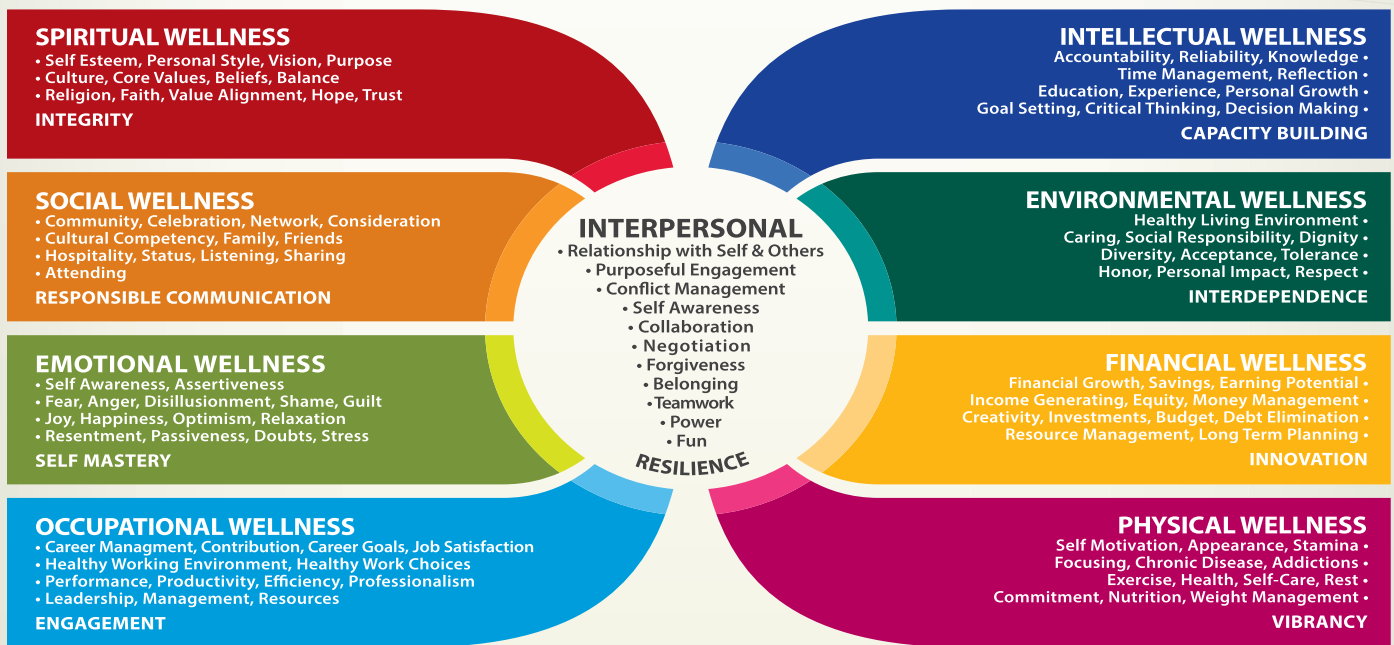
WRAP UP



Wellness Improvement System® (WIS) Assessment

WIS® measures your capacity to contribute to the wellness of your interpersonal relationships at home or at work. Please decide on the areas of the nine-dimensions that you feel are most important to your life, and assess any five areas of each, giving yourself a score on a scale of 1 – 10 (If 1 = Poor and 10 = Excellent). (Remember, your scores only reflect your current state, but with the right plan can be improved).

WIS ®Life Assessment



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Spiritual	Social	Emotional	Occupational	Intellectual	Environmental	Financial	Physical
Total =	Total =	Total =	Total =	Total =	Total =	Total =	Total =
Total ÷ 5 =	Total ÷ 5 =	Total ÷ 5 =	Total ÷ 5 =	Total ÷ 5 =	Total ÷ 5 =	Total ÷ 5 =	Total ÷ 5 =

Sum of all 8 Dimensions ÷ 8 = WISA _____

Contact Information:
 Interpersonal Wellness Services Inc.
 Wellness Improvement System

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 Tel: 204 668 5283
 Email: admin@interpersonalwellness.com

www.interpersonalwellness.com



**Creating an inclusive workplace
wellness program is your best
chance to sustainable high
performance.**

Contact us to learn more

www.interpersonalwellness.com

 **1 877 999 - 9591**

 **IWS** Interpersonal
Wellness Services Inc.
Leadership, Wellness and Life Coaching Institute

