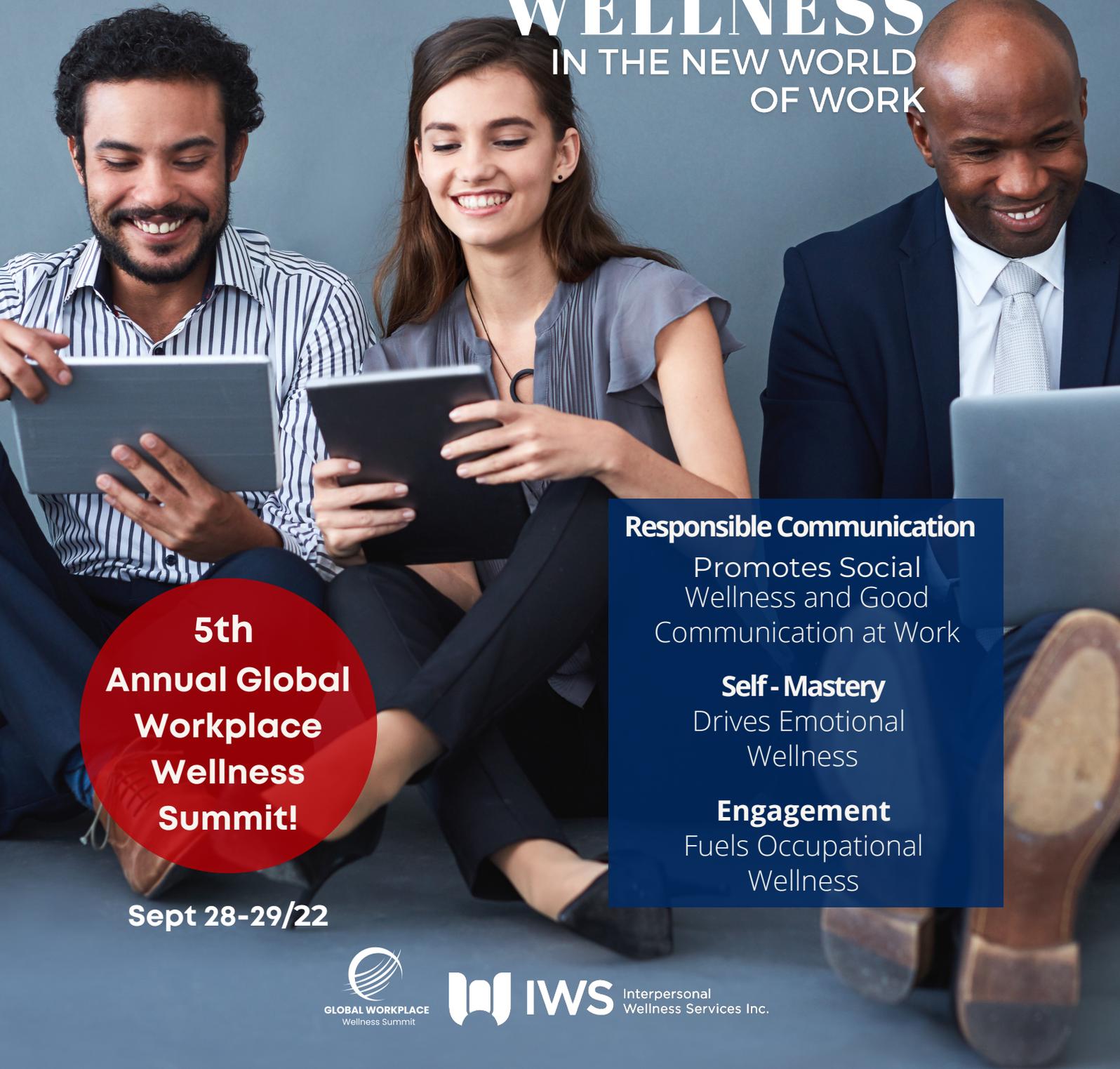


W Faces of Workplace WELLNESS

SPRING 2022

REDEFINING
WELLNESS
IN THE NEW WORLD
OF WORK



**5th
Annual Global
Workplace
Wellness
Summit!**

Sept 28-29/22

Responsible Communication
Promotes Social
Wellness and Good
Communication at Work

Self - Mastery
Drives Emotional
Wellness

Engagement
Fuels Occupational
Wellness

Contents

Publisher's Corner

02

Editor's Corner

04

**Engagement as a Wellness
Competency**

07

**The Benefits of an Inclusive
School Wellness Policy**

09

Inclusive School Wellness Policy

12

**Increasing Chronic Disease
Diagnosis for Busy Professionals**

17

**Leadership Lessons on Morale
from the President of Ukraine**

22

**Capacity Building as a
Wellness Competency**

27

The Growing Trend in Health and Wellness Travel for Professionals

30

Is the Future of Coaching Digital?

32

Interdependence as a Wellness Competency

36

The importance of Interdependence in the Hybrid and Remote Working Era

37

How to Create a Wellness Program for your Hybrid Workplace

39

A Nutritional Nugget

42

Global Workplace Wellness Summit

44

Sara Riel Inc. The Global Workplace Wellness Charity of Choice

46

Summit Agenda

48

Keynote Speaker Feature

50

Summit Registration

52

Summit tradeshow application

53

Professionals from around the globe working together to heal the wounds of the past and build **Inclusive Wellness at Work!**

Will you be there?

Save your seat to attend the **5th** **ANNUAL SUMMIT**

and explore ways to build back smarter.



GLOBAL WORKPLACE
Wellness Summit

SEPTEMBER,
28-29, 2022

Winnipeg, Canada

Faces of
Workplace
WELLNESS



Publisher's CORNER

Welcome to Spring/Summer 2022. As the summer sun warms up the atmosphere and chases the cool wind away, many welcome the opportunity to garden and sit in the sun.

As the world watches the war in Ukraine drag into its fourth month, and extraordinary natural disasters in several locations around the world, we accept that there has never been a more opportune time to redefine wellness at work.

As we prepare for the 5th Global Workplace Wellness Summit, September 28-29, 2022, recognize with some urgency that the task of preparing leaders and employees for the difficulties ahead requires a concerted effort from all levels of society.

The Wellness competency teachings provide organizations with a framework and structure to roll out a new or upgrade and modify an existing workplace wellness initiative to meet the changing needs of all employees and clients.

This quarter, we learned about three important competencies that will frame this magazine. They are Engagement, Capacity Building, and Interdependence.

We invite you to share this magazine with your network on social media and elsewhere to help more organizations gain access to the wellness competency alignment concept.

This fall, we will be hosting the 5th Annual Global Workplace Wellness Summit to create a platform for dialogue and interaction around wellness at work. You can take part in the monthly community of practice session by registering on our website here:

[http://
globalworkplacewellnesssummit.com](http://globalworkplacewellnesssummit.com)

Join us at the Summit to gain access to the more in-depth training and conversations.

Let's explore the wellness competencies and how they can help us optimize our wellness in 2022.

Joyee Odidison



Inclusive Workplace Wellness Facilitator Certificate

BE PART OF AN ELITE TEAM

Help Develop The Inclusive Wellness Workplace of the Future

As the world of work changes, more employees are searching for meaning and purpose at work. An inclusive workplace wellness culture is one that promotes the whole person's wellness throughout the employee life cycle, and drives high performance for employees and teams.

Become An Inclusive Workplace Wellness Facilitator

- Learn to facilitate the wellness competency mindset teachings
- Understand the Wellness Improvement System concept
- Learn to incorporate well-being through the employee life cycle
- Learn to build inclusive and holistic wellness plans for employees and teams
- Learn how to turnaround wellness deficit cultures to inclusive wellness
- Learn to maneuver leadership, gender issues, biases and psychological safety at work
- Explore the intersection between illness, recovery, resilience, and successful return to work
- Explore the challenges of grief, caregiving, and high performance at work

Join the free September 14, 2022 orientation at 2:00 pm EST

RSVP to admin@interpersonalwellness.com | www.interpersonalwellness.com

Editor's Corner

Spring/Summer 2022



Welcome to the Spring Issue of Faces of Workplace Wellness. I am excited about this issue of the magazine, our second Summer issue.

It seemed like just a few months ago we launched this magazine and here we are at the one-year anniversary.

A special thank you to our readers and subscribers from around the globe. Your enthusiasm and comments and questions have kept us engaged.

We look forward to the upcoming Global Workplace Wellness Summit, September 28-29, 2022, our first live event in years. We anticipate that this will also be an important time to engage in dialogue and reestablish social connections in robust conversations about the redefining wellness at work.

This issue of the magazine will feature some of the highlights of the Summit as well as what to expect. This issue consists of three main sections that will emphasize a wellness competency with featured articles and content related to developing the said competency.

The competencies we will be promoting and learning in this issue of the magazine are Engagement, Capacity Building, and Interdependence. We hope you will find this issue educational and enlightened with tips and tools to help you improve this competency in your workplace and life.

**To Your Wellness,
Misan Odidison**

UNVEILING!

THE WIS[®] WELLNESS METHOD

An Inclusive Wellness Competency Teaching and Coaching Framework

By Joyce Odidison, MA. PCC, CTPD.

Join Joyce Odidison, Coach Trainer, Author of Six books, and Founder of the Global Workplace Wellness Summit and Coach Velocity School of Coaching

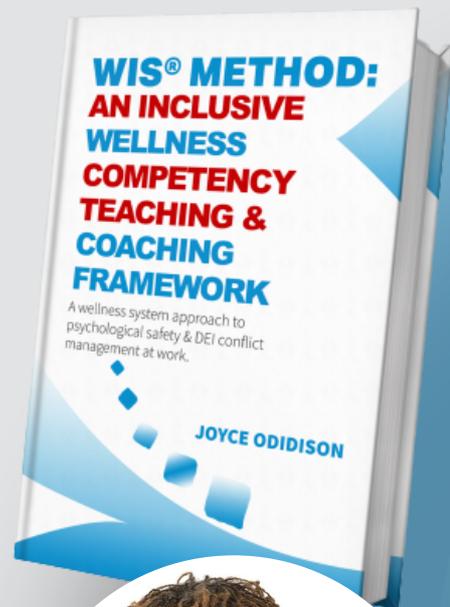
WELLNESS TEACHING

Wellness Competency Mindset Coaching

is a specialized niche area offering a comprehensive framework for life and workplace wellness coaching.

Practitioners and coaches trained in this area are equipped to coach wellness habits, patterns, and mindset issues to effectively develop and improve wellness and competencies

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www.interpersonalwellness.com



**APRIL
2022**



OCCUPATIONAL WELLNESS & ENGAGEMENT

**WELLNESS COMPETENCY BEHAVIOUR
ALIGNMENT**





ENGAGEMENT AS A WELLNESS COMPETENCY

Wellness competencies allow us to demonstrate behaviours that promote well-being for a particular dimension of wellness that can serve to enhance our entire work or life experience and for those around us. We also know that competencies are developed by practice, feedback, and consistent action.

The word engagement is defined as an appointment, promise or period of employment. When we take on an occupation, we become engaged to that profession, meaning we seek ways to improve the profession, as well as how to have a greater impact in the present and future of the profession, to leave a legacy behind.

One's desire to commit to an occupation or life work is demonstrated by the love,

passion, focus, and attention they dedicate to their profession.

We often hear of soldiers who love their jobs and sailors who love the sea, or nurses who treat their patients with such compassion.

This love and commitment show up in how engaged they are with the duties and responsibilities of their career or profession.

While there are aspects of our profession we may not love, love for the important aspects motivates us to put care and attention in all areas.

Thus, there is a great deal we can do to demonstrate that we are engaged at work.

Engaged employees refer to their work as nourishing their souls. The benefit is often over and above the rewards such as salary, promotion, health benefits, and paid vacations. To be engaged is to show commitment and dedication to your duties, responsibilities, and profession, to be motivated, empowered, and gain a sense of meaning and purpose from our work.

In the month of April, we shared many tips and strategies and worked with employees enrolled in the wellness competency behavior coaching program to develop the action steps to demonstrate growth and development in career engagement.

Monthly Competency coaching focused skill development in the following areas :

- Career contributions
- Healthy work environment
- Job satisfaction
- Relational leadership
- Improving management
- Coaching up
- Performance and productivity

Do you know an employee who needs support in this area?

They may be a good fit for the **Competency Coaching Program**

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The Benefits of an Inclusive School Wellness Policy



Is it time for schools to have inclusive wellness policies to promote wellness of all staff and students?

The time has come for all workplaces to practice inclusive wellness, including schools.

It is not possible to ignore or exclude the wellness needs of the educators, teachers, administrators, and support staff and expect to have healthy happy schools.

Could this be the time to make the necessary changes to the teaching profession as an investment to our future workforce?

I was surprised to learn teachers commonly use their personal funds to purchase supplies for their classrooms because the budget they are given is inadequate to fully prepare their classrooms.

I am yet to learn of another professional group expected to fund the resources needed to do their jobs well.

Statistics on Teaching Profession

While most professionals desire a career in which they feel fulfilled and one that allows them to grow and contribute, the statistics on the teaching profession is not pretty.

Up to sixty percent of teachers want to leave their jobs, and about 40 percent of new teachers leave the profession within the first five years.

Studies also show that teachers globally have a very high rate of burnout and the surprising statistics of alternative coping measures that teachers employ is rather dangerous to their health and well-being.

Teachers Mold the Minds of Future Workers

The truth is teachers are responsible for training the future generation. No other professional group have such a huge responsibility to ensure the next generation of employees are prepared for the future workforce.



Thus, I was very excited to partner with Miami University in Ohio as the workplace wellness expert for the school wellness initiative pilot project to implement staff wellness programs in up to seventy five schools across the State, and design a model that can be rolled out across Ohio.

As part of this project, I researched and reviewed several school wellness policies and was surprised to see that they only included nutrition and physical wellness activities for students and nothing for teachers and staff.

They clearly excluded other areas of wellness in a time when students' mental health and suicide rates are on the increase.

Policies Disregard Well-being of Teachers

These policies disregarded the well-being of the very teachers and staff that make up the leadership of the schools.

This oversight of the health and wellness of those who mold the minds of the future workforce should end.

With less than fifty percent of grade twelve graduates moving onto a post secondary education before entering the workforce, teachers are responsible for preparing a high percentage of the future workforce.

As part of this I embarked on writing an inclusive wellness policy that promotes a whole person inclusive wellness culture to support the wellness of students and educators, including teachers, support staff, and administration.

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Let's explore some of the benefits to having inclusive school wellness policies.

Benefits of Inclusive Policies

Here are some key benefits to having an inclusive wellness policy at your school.

1. Teachers, administrators, students, and support staff need wellness support to excel at their jobs.
2. Improving school staff mental health does impact the quality of their work with students.
3. Making wellness essential for schools will make it a happier and safer working and learning environment.
4. Staff wellness programs will help reduce teachers' burnout and create more stability in the classroom for students.
5. Attrition rates of teachers and administrators is at a 40 percent rate and higher in certain areas thus, an inclusive wellness program will help reduce workplace stress and tension for all staff.
6. Inclusive school wellness programs can create more collaboration and compassion among staff and students.
7. Inclusive school wellness policies provide a clear path and a roadmap for school boards and administration to make wellness for staff and students a priority.
8. A wellness culture at schools is beneficial to the emotional and mental health of students and staff.
9. An inclusive wellness policy lets teachers, parents, staff, and students recognize that everyone at school deserves health and wellness considerations.
10. An inclusive school wellness policy promotes and support social, spiritual, emotional, occupational, intellectual, environmental, financial, physical, and interpersonal wellness of all staff and students.



If you are looking for a wellness policy for your school, take a look at the inclusive school wellness policy here, as a place to start improving your school wellness culture.

It is a work in progress, so let us know if you have any suggestions or ideas to make it better.

References:

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- <https://www.ohioschoolwellnessinitiative.com/>



INCLUSIVE SCHOOL WELLNESS POLICY

An inclusive school wellness policy that acknowledges the psychological safety and well-being of staff and students would look like?

The following is a policy rewrite from an existing policy to be inclusive to staff and students.

Whereas schools have students, teachers, administrators, and support staff together at the same time, schools should take steps to provide a safe and healthy environment that protects the social, spiritual, physical, emotional, environmental, financial, occupational, intellectual, and interpersonal wellness of staff and students.

Whereas mental health disease is on the increase in children and adults, and educators suffer a high rate of burnout and attrition;

Whereas poor mental health in educators can impact students' emotional wellness and academic outcomes;

Whereas good health and wellness is essential for attendance, performance, and learning;

Whereas obesity rates have doubled in children and tripled in adolescents over the last two decades, and physical inactivity and excessive calorie intake are the predominant causes of obesity:

Whereas heart disease, cancer, stroke, and diabetes are responsible for two-thirds of deaths in the United States, and major risk factors for those diseases, including unhealthy eating habits, physical inactivity, and obesity, often established in childhood;

Whereas 33% of high school students do not participate in sufficient vigorous physical activity and 72% of high school students do not attend daily physical education classes;

Whereas only 2% of children (2 to 19 years) eat a healthy diet consistent with the five main recommendations from the Food Guide Pyramid;

Whereas the items most commonly sold from school vending machines, school stores, and snack bars include low-nutrition foods and beverages, such as soda, sports drinks, imitation fruit juices, chips, candy, cookies, and snack cakes;

Whereas school districts around the country are facing significant fiscal and scheduling constraints; and

Whereas community participation is essential to the development and implementation of successful school wellness policies.

Thus, the school district is committed to providing a school environment that promotes and protects teachers, staff, and student's health and well-being, by supporting healthy emotional, social, spiritual, environmental, occupational, intellectual, financial, physical, and interpersonal wellness opportunities so they can thrive.

Therefore, it is the policy of this school district:

- That schools should adopt a whole person wellness approach that promotes mental health via wellness conversation opportunities to empower staff and students to maintain total well-being.

Physical Wellness

- The school district will engage students, parents, educators, teachers, food service and health professionals, and other interested community members in developing, implementing, monitoring, and reviewing district-wide nutrition and physical activity policies.
- All staff and students in grades K-12 will have opportunities, support, and encouragement to participate in whole person wellness activities that includes being physically active on a regular basis.
- All staff and students in grades K-12 will have opportunities, support, and encouragement to improve their mental health and emotional wellness on a regular basis.
- Foods and beverages sold or served at school will meet the nutrition recommendations of the U.S. Dietary Guidelines and Canada's Food Guide, as well as support students and educators' wellness.

Environmental Wellness

- All staff and students in grades K-12 should experience cultural competency, a welcoming and inclusive environment and social acceptance at school.
- All schools should provide a healthy physical environment for working and learning to occur.
- All efforts should be made to ensure that the working and learning environment is free from negative and stressful disruptions that could affect staff and students well-being.

Emotional Wellness

- Schools will promote a healthy, happy work and learning environment that fosters good will and promotes emotional wellness for students and staff.
- Schools will promote the joy of learning and teaching by fostering good relationships between students, staff, administration, parents, and boards to reduce and limit negative emotional outbursts and unpleasant emotional encounters.

Interpersonal Wellness

- Schools will provide remedial processes that allow students, staff, parents and administration to address and resolve conflicts informally.
- To the best of their ability, schools should ensure that all students and staff, are protected from prolong stressful and negative interpersonal interactions.

Occupational Wellness

- Schools will provide wellness programs, tools, and resources to support educators that promote occupational wellness.
- Schools will work to provide good relationships among students, teachers, and staff to help promote positive work enjoyment.
- Schools will acknowledge that educators facilitate learning and will support the learning and teaching profession to foster a love for learning and teaching.

Intellectual Wellness

- All staff and students will have stimulating learning opportunities that will provide adequate intellectual knowledge and love of learning.
- All staff and students should have access to intellectual development opportunity through curriculum and other activities to build their capacity for good decision-making and critical thinking skills for future career and personal development.

Social Wellness

- All staff and students in grades K-12 will have opportunities to socialize and interact with each other and staff in positive ways to build their social skills and encourage good relationships.
- All students and staff should be encouraged to engage in healthy social interactions, with their peers and supportive personnel so they can grow, learn, thrive, and stimulate mental wellness.
- All efforts should be made to ensure that staff and students have positive social interactions and exchanges to promote social skills, networking and improve listening skills.

Financial Wellness

- Qualified child nutrition professionals will provide staff and students with access to a variety of affordable, nutritious, and appealing foods that meets the health and nutrition needs of students; will accommodate the religious, ethnic, and cultural diversity of the student body in meal planning; and will provide clean, safe, and pleasant settings and adequate time for staff and students to eat.
- To the maximum extent practicable, all schools in the district will participate in available federal school meal programs (including the School Breakfast Program, National School Lunch Program [including After-school snacks], Summer food Service Program, Fruit and Vegetable Snack Program, and Child and Adult Care Food Program [including suppers]), ensuring all children have access.
- Foods available on school premises should be healthy, affordable, and considered appropriate for staff and student affordability.

Spiritual Wellness

- In keeping with the needs of the students and staff, all schools will ensure that staff and students have the spiritual nurturing and support necessary to promote a balanced learning and working atmosphere.

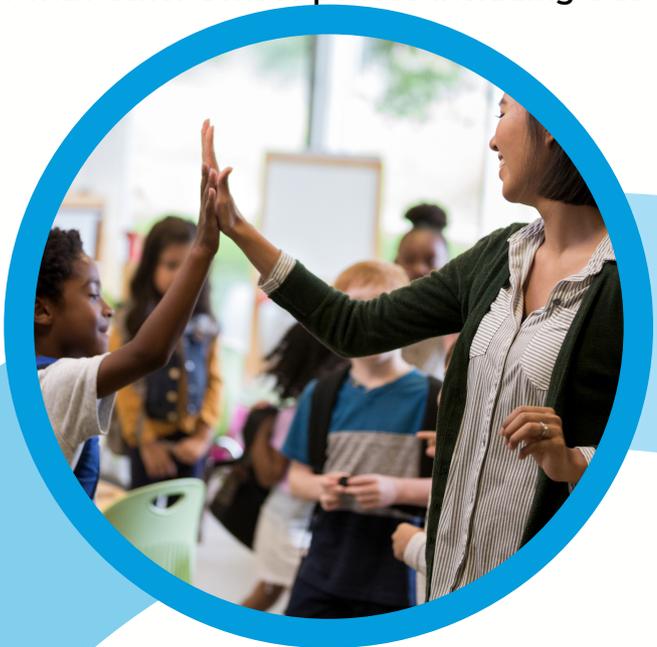
- To the best of their ability, schools will promote trust and integrity for children and staff that will facilitate a psychologically safe place.
- To the best of their ability, all students, staff must be allowed to practice their beliefs, culture, and faith; and be supported to access spiritual care professionals when necessary.



This policy is an adaptation of the Toledo Public School Wellness policy for students and parents https://www.tps.org/students_parents/wellness_policy

School wellness policies should also align with other school policies including but not limited to:

- Respectful workplace policy
- Employee Assistance policy
- Health and Safety policy
- Complaints and procedures policy
- Anti-harassment and bullying policy
- Teachers pay and condition policy
- Performance management policy





The Rise in Chronic Disease Diagnosis for Busy Professionals

One Professional Rising to the Challenge

Being diagnosed with a chronic disease is no longer something that impacts the elderly and those who are retired. More professionals than ever are facing health issues at a younger age than their parents. It is now commonplace for professionals in their 30's and 40's to be facing multiple chronic diseases while caring for a family and managing a busy career.

Comorbidity is a term now commonly used to describe patients with two or more medical conditions that have symptoms that can affect their quality of life. One of our readers shared his personal and professional challenges with a chronic disease diagnosis that he hoped would motivate other readers to take life-changing steps to prevent and manage the diagnosis of chronic disease. Let us know if you relate to Eze's story.

It is common for mid-career professionals to burn the candle at both ends as they try to have a bigger impact in the world. Would you say that is true of you?

This is so true. We forget that our youthfulness fades with age so our bodies become more vulnerable to diseases as our immunity weakens, requiring us to change our behaviours.

How did you know that you were facing a major health challenge?

I found out in the hospital when I went in due to a terrible headache that didn't subside with pain-reliever medication. My blood pressure reading was extremely high and requiring hospitalization for three days to monitor and stabilize my readings.

Many mid-career professionals work harder. Was this the same for you? If so, what were the thoughts you were having that propelled you to do more?

Reaching the maturity of my career and feeling underutilized in some respects, the thought that I could do so much more came with great motivation and the zeal to take risks, exploring possibilities to reach my fullest potential, as I began to contemplate and make plans for retirement.

Do you have a Workplace Wellness Program? If so, what aspect of your work aligns with your wellness goals?

Our wellness policy at work encourages us to rehydrate regularly especially during working hours. Having a cap on the duration of our official meetings does help with my wellness goals as well, as such prolonged meetings can be strenuous, to say the least. Also, working outside working hours is discouraged as we are implored to work smarter not harder; this is achieved with improved task management, team collaboration and use of supporting IT tools. Best of all, is the aspect of having a positive work environment; warm hearted colleagues who sincerely care about each other's wellness.

How would you describe your career?

As a management consultant and entrepreneur, I describe my career as extremely time and skills demanding, having to juggle various responsibilities as well as being ultimately accountable for achieving the strategic goals of the organization. In all it is rewarding, but with so many moving parts to control, it can be strenuous and sometimes even stressful.

How has your diagnosis of a chronic disease changed your lifestyle?

I have had to drastically reduce my salt intake and completely stay away from alcoholic beverages. Working out regularly and exercise is now a fixed part of my daily routine.

What new wellness habits have you developed?

I am currently taking rest more seriously, being very intentional about when I rest, how I rest, and how much rest I need. I now plan to rest the same way I plan work activities. Meditation is now firmly incorporated in my daily life. I have had to start going to the gym again; in the evenings to do between 30 minutes to an hour at least 3 times a week. I am also in the process of taking up golfing.

Many people tell me they missed the signs or ignored certain things about their health prior to their diagnosis. Were there health warning signs that you ignored?

In hindsight, I would say that they were some, but I didn't pay attention nor had any inclination until after my diagnosis.

How has your diagnosis of a chronic disease changed your lifestyle?

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Many people tell me they missed the signs or ignored certain things about their health prior to their diagnosis. Were there health warning signs that you ignored?

In hindsight, I would say that they were some, but I didn't pay attention nor had any inclination until after my diagnosis.

Knowing what you do about your health and wellness now, what would you have paid attention or made changes sooner?

I would have paid attention to the headaches, random tiredness, working round the clock and the size of my workload.

What is one good wellness practice that you wished you had maintained?

I wish I had maintained my practice of regular meditation.

What are you motivated to do or change from a wellness perspective in this next chapter of your life?

I will change the habit of trying to do it all by myself and overworking my body and mind. I am motivated to delegate more, take things easier, and really stick to responding to everything with a positive approach. Work truly smarter, and not harder.

What would you say to our readers, someone who may be making the same mistakes or maybe thinking it won't happen to them?

- Regularly watch yourself, it only takes a moment to stray from your healthy routine and get carried away by focusing on achieving your goals only.
- Plan your rest time like you plan your work time, be intentional.
- Take up the practice of meditation. It helps you put the mind to rest, just as sleep puts the body to rest.
- Never trade your healthy and happy self for any goal, there will always be a greater goal.
- Work is just one aspect of your life, also seek to find meaning and fulfillment in other aspects (such as social, study, emotional and spiritual), and strive to create a balance.



Ezeosa Dafikpaku is an IT professional in London England. He is A Management Consultant; experienced ISEB/BCS Certified Business Analyst, Certified Business Architect (CBA)®, Certified Scrum Master (CSM)® and a Certified Lean Six Sigma Black Belt Professional (CLSSBB) With over 10 years of experience in IT.



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- Brainstorm unique solutions for your wellness success

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LEADERSHIP LESSONS

ON MORALE FROM THE PRESIDENT OF UKRAINE



Staff morale at work is not a tangible thing. It is that an elusive thing we feel but cannot touch, it is in the atmosphere and the energy around us.

Morale is experienced when we smile and absent when there is a lack of smiles on the faces of employees at work. The absence of morale can be felt as overwhelm, burnout, conflicts, and high attrition rates. It is present in the way employees relate to each other and how leaders relate to their subordinates.

Low morale is present when managers cannot collaborate, and teams become dysfunctional. So, what is this morale thing and how can we tame it, address it, and change it into a work culture of harmony?

A team can have high morale or low morale. Whether your team is small, medium or large, good morale will determine how effectively they work together, solve problems, overcome challenges, upset, and learn from mistakes to win.

The dictionary defines morale as the confidence, enthusiasm, and discipline that a group shows, it is the passion and focus. Moral can be a sense of belonging and togetherness to get the job done. It is that sense of; “we are in this together and we will do it.”

According to CEO Magazine, staff morale and inclusion policies are reliable indicators of the corporate bottom line and success. The world has not seen such amazing and tireless leadership as is unfolding in Ukraine.

Good morale is what the people of Ukraine are demonstrating boosted by their fearless leader who has made peace with the fact that the effectiveness of his leadership is based on staying in the trenches with his people.

The encouragement, consistency, and readiness to die with his people when world leaders had offered him a ride to safety, which he dismissed without hesitation, showed unwavering leadership confidence.

Many leaders would have taken the opportunity to fly to safety. but he became the face and strength of his people. What a show of great confidence and a morale booster.

His choice to stay and suffer with his people and endure the same horror and fear that they feel and experience the same hardships as they are enduring is proving to be a leadership strategy that history will celebrate. His tireless plea to the world to help and provide more restrictive sanctions will be his biggest bargaining chip at the negotiation table with Russia. His leadership is what drives firefighters to climb burning buildings to rescue grandmothers instead of fleeing for cover.

His leadership is a demonstration to us that morale is related to leadership. His daily messages to his people have been key to strengthening their morale in the face of great terror. It gives them the courage to defy armed soldiers and to suffer hardship in their fight for freedom.

Great leaders promote good morale, unity, courage, and determination. Too often, leaders believe that they should have the best and most comfortable seats, bigger pensions, and extravagant salaries while they lay off employees, signing bonuses and benefits that eclipse the wages of half their employee's annual income.

In my work with employees, they often view leadership as the cushy job. The job that comes with many perks and few ever consider the challenges and sacrifices that come with leadership.

Thus, many new leaders are surprised at the cost of leadership. They are disappointed and dismayed at the difficult decisions and tough choices that come with the role of leadership.

History has depicted great leaders as those who believe their plight should be the same as their people. Ukraine's President, Volodymyr Zelenskyy is demonstrating to all of us that there are still great leaders in this world. Leaders who will risk themselves to save their people and build a different and better future for those they lead.

Let's examine some ways leadership can serve to boost morale in teams and within your organization.

Key Leadership Lessons to take away

1. Stand with your people in good times and challenging times
2. Support your people as they do the hard work necessary
3. Lobby for the health and wellness of your people
4. Send a consistent message
5. Relate with and talk to your people often and with passion
6. Authorize your people to make decisions where necessary
7. Show empathy and compassion for what your people are going through
8. Advocate for your people when needed

Several years ago, we started offering the Relational Leadership program at Interpersonal Wellness Services Inc. to help leaders develop the self-mastery to coach and lead better. I see everything we try to instill in our leaders in President Volodymyr Zelenskyy's leadership and I am even more inspired to help more leaders develop the courage to master themselves, so they can lead masterfully.

I am hopeful that what comes out of this unnecessary violent war being waged on the people of Ukraine will be a call for a higher level of self-mastery among leaders around the globe.

To Your Wellness

Joyce





Wellness Competency Coaching for Employees

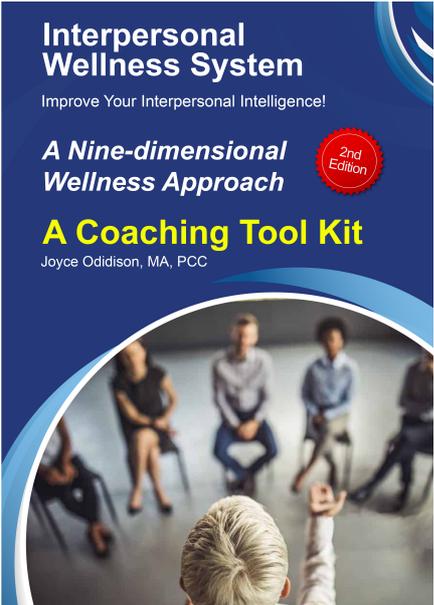
Coaching Support for employees to improve skills and competencies to work well remote and hybrid work environment.

Do you have an employee who need help to improve their soft skills?

Employees can access coaching support to develop the skills and competencies necessary to collaborate, communicate, and improve productivity in hybrid settings.

The monthly coaching sessions offer support, feedback , accountability, and structure to develop the core skills necessary to reduce stress and excel in the new world of work.

Participants work from the coaching tool kit



Get the following benefits from this coaching program

- Peer support for employees
- Coaching support from a coach
- Insight and awareness on how to improve their skills
- Tools to enhance communication and engagement skills with peers and leaders
- A safe place for employees to learn and grow

Register Today

interpersonalwellness.com

**MAY
2022**



INTELLECTUAL WELLNESS & CAPACITY BUILDING

**WELLNESS COMPETENCY BEHAVIOUR
ALIGNMENT**





Capacity Building as a Wellness Competency

As we explored capacity building as a wellness competency, the focus has been on identifying areas of capacity not being realized.

As humans we have amazing potential. People have shown they can move forward even in the face of great tragedy. The capacity for growth and development is a promise of opportunity and hope, renewal, the ability to start over, move forward or excel.

Yet, so many people never realize their full potential or develop capacity building as a wellness competency. It is an amazing process to develop intellectually, expand our minds, learn new skills, experience new places, and develop our decision-making skills.

By developing this competency, you will start to view yourself as a life-long learner. There are so many things to learn in the world; whether you are a gifted academic or a birdwatcher, you can learn something new every day. To begin your own capacity building, you can start discovering more about the things that hold great meaning and purpose for you.

By becoming enthusiastic about life, you will learn and stimulate growth. For example, if you have a pet, study about the breed and issues common to your pet; learn the best way to provide expert care for it and what may be risks to its health. Do the same for other interests in your life. Get a hobby or learn a new game. Learning one new thing a month

will help you keep youthful, alert, and interesting.

It is important to be intentional and purposeful about building capacity. Some people have a personal growth and development plan. However, while some people claim they want to change their circumstances, they are often hesitant to do the work to improve themselves, which is the key to improving their circumstances. As a result, many persons remain stagnant in the same situation, never changing or growing or experiencing new things or situations in their workplaces and personal lives.

In the month of May, we shared many tips and strategies with our larger network and worked with employees enrolled in the wellness competency behaviour coaching program to develop the action steps to demonstrate growth and development for capacity building.

Monthly Competency Coaching focused skill development in the following areas:

- Accountability
- Critical thinking
- Time management
- Goal setting
- Personal growth
- Decision-making

Do you know an employee who needs support in this area?

They may be a good fit for the **Competency Coaching Program**

Contact us to learn more
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The Growing Trend in Health and Wellness Travel for Professionals

I had a conversation with Karen Kanigan who is leading in this area at the University of British Columbia (BC) to help gain insight on this concept. Here is what she had to say about the field and how more professionals can benefit.

Tell us about your work and how it started.

19 years ago I was fortunate to be hired to manage several programs and services including an Educational Travel Program. I learned with the help and mentorship of amazing colleagues at Universities and Associations in Canada and the US. The type of travel I manage is experiential with lifelong learning as a common interest among participants.

There are many study leaders and return travelers that bring family and friends as well as continuing to travel with friends they have made on the tours. They are incredible people, welcoming and inspiring.

Did you know that travel is a way to relieve stress and create a mental and physical diversion away from work for professionals?.

Travel is a multisensory experience and requires learning. The more open one is to the experience, the more it can be enjoyed by the traveler and the people they are visiting. If a mindful intention is practiced there is so much deep learning that can come from experiencing people, places, and cultures that may be unfamiliar and sometimes out of the comfort zone.

This can support creativity, innovation, and understanding for professionals and leaders in work and life. It also helps us learn how to travel and live respectfully, to listen to and care for the people we meet and the places we visit.

Tell us about the health and wellness benefits of travel.

I think you need to be intentional about the benefits you are wanting to experience. The

wellness competency mindset model is a fantastic place to start exploring which benefits are appealing to you and/or that you want to work on. Some broad areas that we explore in experiential travel are Arts and Culture, Nature and Wildlife, Food and Wine, and Health and Wellness.

For example, if you wanted to learn more about First Nations culture, you could spend time learning from Indigenous tours at many locations within Canada. Here's an inspiring example from Indigenous Tourism BC: Indigenous Tourism BC | Experience Indigenous Culture and Heritage in BC (indigenoustourismbc.com).

Health and Wellness could include a walking tour close to home or nearly anywhere in the world you could imagine. If you do this and/or prepare for this in a group it makes it fun and motivating, and a great bonus is the friends you will make along the way.

You could join a birding tour or head outdoors near home to learn this skill and receive all the health benefits that being in nature provides. PaRx is breaking ground as Canada's first national, evidence-based nature prescription program. Learn more here at PaRx: A Prescription for Nature (parkprescriptions.ca) showing how nature is essential for your health. Food tours can be a meaningful way to learn about local cultures as well as the different ways that people around the world consider the knowledge of food as essential for wellness, and why it is so important to care for the earth and understand how food systems work.

Even spending time at a weekly local farmers market can boost your health and knowledge as well as getting some delicious recipes and preparation tips directly from the source.

Exploring the Arts in all its forms is engaging for your brain and for your body should you choose to participate in a dance, for example.

Music can be enjoyed anywhere in the world with limitless possibilities. John Hopkins University tells us that listening to music can improve sleep quality, mood, mental alertness, and memory. Keep Your Brain Young with Music | Johns Hopkins Medicine

Did you know that travel is a way to relieve stress and create a mental and physical diversion away from work for professionals?

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What is the core of this program and how can it help professionals build capacity as they travel?

In my opinion, being a good traveler, professional, and leader requires awareness, intention, an open mind, curiosity, and flexibility. I think that The Wellness Improvement System is an insightful resource that can be used to uncover what being a good traveler in the world, and in life, means to you.

What is your dream for the project and how might it further improve the health and wellness of busy professionals?

For busy professionals, going on an organized tour can be ideal because the research and logistics are taken care of and they know they will have an opportunity to

have a unique and meaningful experience in a short amount of time compared to trying to figure it all out themselves. My dream project right now is exploring and researching the possibility and potential of creating Learning Retreats. The idea is that these are also experiential travel but have a shorter format (2-3 days) and include time with local and subject matter experts as well as professional coaches and physical and wellness experts.

What else would you like our readers to know about your work?

I love this work as there is always something to learn and interesting people to meet. Having a mindful travel mindset overlap into all areas of life so you can learn and enjoy yourself anywhere.

Where do you see the travel health and wellness industry going?

The potential for growth in the travel health and wellness industry is immense. Here are just a couple of stats from the Global Wellness Institute: Statistics & Facts - Global Wellness Institute

"The global wellness economy was valued at \$4.9 trillion in 2019 and then fell to \$4.4 trillion in 2020, due to the widespread impacts of the COVID-19 pandemic. As we emerge from the pandemic, GWI predicts that the wellness economy will return to its robust growth. We project 9.9% average annual growth, with the wellness economy reaching nearly \$7.0 trillion in 2025."

I believe that it is essential for wellness professionals and leaders to explore and understand their unique niche(s) to find their path. This is an example of where a commitment to coaching can support and drive success.



Karen Kanigan is a seasoned business development professional with a passion for educational and wellness travel. She is continuing to learn and grow in the field of wellness and how it can improve our work and life. She is currently in the Wellness Competency Mindset Coach certification program where she will embark on learning more about the Wellness Improvement System and strategies.



Is The Future of **COACHING** Digital?

By now you've heard it said many times: remote work is here to stay. The number of remote workers is expected to double between 2020 and 2025, to an astounding 36.2M Americans.

Employees who work remotely are reaping the benefits of fewer distractions, significant savings from a drop in their commuting and other work-related expenses, and more time spent with family, on hobbies, and interests.

Overall, remote employees are reporting they're both happier and more productive. In fact, so much so that 97% of employees don't want to return to the office full-time and 64% would consider quitting if they were forced back to the office.

It's not just employees who are benefitting from remote work though. Organizations are reporting the same or higher levels of employee productivity, engagement and retention and are poised to reap the benefits of smaller carbon and real estate footprints, reduced overhead costs, and access to new global talent pools.

Uneven Experience of Remote Work

But, let's be honest, not everyone is thriving in the new work environment.

Some employees are feeling burnt out, isolated and lonely. Others are working in less-than-ideal conditions or struggling to maintain a clear line between their work and home life.



And some employers are concerned about the loss of connection, collaboration and culture; and, about the highly variable experience of remote work for young, female and Black employees.

In response to these concerns, organizations are making significant investments in two key areas: upskilling of the workforce to support employee success; and, well-being programs to support employee mental, physical, and financial health.

With a distributed workforce in mind, they're also exploring novel ways to deliver on these commitments. One key area of emerging interest is in digital coaching, which can be used to boost the impact of virtual learning and help foster a greater sense of employee well-being.

Enabling A Robust Culture

A recent article published by Forbes succinctly argued that having a robust coaching culture can strengthen remote working relationships and set a solid foundation for the future of work.

For individuals, it does this by creating a greater sense of purpose, fostering a growth mindset, and strengthening self-awareness and emotional regulation. Which in turn helps foster social connection, minimize feelings of isolation, and promote higher engagement.

For organizations, the benefits include improved individual and team performance, higher levels of engagement, lower levels of burnout, and support for learning and development.

While there are no significant differences between digital (or remote) and in-person coaching - when it comes to competency requirements, ethics, approach, relationship building or impact - there are some distinct benefits with digital coaching.

In the face of "The Great Resignation" and an increasingly distributed workforce, going digital offers organizations an affordable and scalable way to make the benefits of coaching available to a bigger and broader cohort of employees - from the frontlines to the C-Suit - and to do so more transparently and equitably.

Digital (or remote) coaching also offers greater flexibility for employees in terms of location, delivery channel and scheduling and can include self-assessments, micro-learning, journaling, vision-boarding, intersession work, SMS/text messaging support, etc. It can also be structured to support one-on-one, team-based, or supervised peer-to-peer coaching.

Not only will this increase opportunities for learning and development and improve employee engagement and retention, but it will drive a higher ROI from upskilling and wellness programs.



How to Spot a Good Digital Coach

What makes a coach a good coach applies equally to digital (or remote) and in-person coaching. While not exhaustive, the following provides a helpful starting point for anyone looking for a digital coach and is reflective of the new International Coaching Federation core competencies:

1. Ethical
2. Growth Mindset
3. Outcome-Focused
4. Trusting & Respectful
5. Present & Engaged
6. Active Listener
7. Excellent Communicator
8. Empowering

In the end though, beyond commitment and consistency, a good deal of what makes coaching work is the chemistry shared between the coach and the employee, the complementary nature of their skills and experience, and the clarity of the coaching goals and objectives.

As American football coach Tom Landry once said, “A coach is someone who tells you what you don’t want to hear, who has you see what you don’t want to see, you can be who you always knew you could be”. And, in the end, who among us doesn’t want that?

Find out how you can leverage digital coaching to drive improvements in your workplace and promote psychological safety and well-being for your employees.

References:

<https://www.greatplacetowork.com/resources/blog/remote-work-productivity-study-finds-surprising-reality-2-year-study>

<https://www.forbes.com/sites/ashiraprossack1/2021/02/10/5-statistics-employers-need-to-know-about-the-remote-workforce/?sh=3c138dc2655d>
<https://www.cNBC.com/2022/04/28/64percent-of-workers-would-consider-quitting-if-asked-to-return-to-office-full-time.html>



Carrie Burd is the Founder & Principal of a virtual-first consulting and coaching firm specializing in strategic HR, diversity, equity, inclusion, and workplace wellness.

She brings extensive experience advising executives, coaching leaders, mentoring talent, and partnering across functional lines and in multiple sectors to design and deliver strategies, policies, programs and training that help drive results, improve the employee experience, and build healthy workplace cultures.

Carrie is a Certified Diversity Professional®, Certified Diversity & Inclusion Recruiter®, Certified Wellness Competency Mindset Coach, Mental Health First Aider, and regulated HR professional affiliated with Niagara Institute, Leadership Development Canada, and Interpersonal Wellness Services Inc.



**June
2022**



ENVIRONMENTAL WELLNESS & INTERDEPENDENCE

**WELLNESS COMPETENCY BEHAVIOUR
ALIGNMENT**



Interdependence as a Wellness Competency

As our world and workspaces changed in response to the global pandemic, it is important to relearn the skills and mindset necessary to encourage behaviours that promote positivity, mental, and emotional wellness at work.

To live as the interdependent beings we are, it is important to grow and develop a sense of collaboration and compassion for ourselves, others, and our earth. We need to see ourselves as having a shared vision and goals, working towards the same end.

Building a shared vision is the practice of unearthing shared pictures of the future that foster genuine commitment and enrollment rather than compliance. This is essential in an interdependent relationship. People need to feel needed and have a sense of belonging, and are not being manipulated, or used.

Interdependence will improve wellness in the environmental dimension. The extent of our interdependence is immense, yet many of us cultivate an attitude of independence and selfishness fueled by personal greed. As a result, we disrespect and abuse our environment and each other to satisfy this greed.

Monthly Competency coaching focused skill development in the following areas :

- Health work environment
- Caring
- Respect
- Diversity
- Inclusion
- Personal impact

Do you know an employee who needs support in this area?

They may be a good fit for the Competency Coaching Program.

Contact us to learn more

<https://interpersonalwellness.com/>

The Importance of Interdependence in the Hybrid and Remote Working Era



Interdependence at Work

Interdependence at work is important for healthy teamwork. It also reduces stress and improves the psychological safety and mental wellness of your team.

As we settle into a remote and hybrid working era, it is particularly important to remind employees and team members of the importance of interdependence and the way they can maintain that healthy balance in the workplace.

As I look at the files on my desk, they reveal that employees are showing signs of stress, strain, compassion fatigue, and overwhelm at work. That's why we should be practicing more patience, compassion, and civility, especially since most of us are busy and distracted this month.

Positive engagement and harmony with the people and things in our environment promote environmental wellness, allowing us to be more aware and sensitive to how we impact people and things around us.

Practicing Interdependence

Interdependence is the state of being dependent upon one another. Interdependence is paramount in the workplace. Most of what we do is essential for others to complete their tasks. Yet, from time to time we tend to think about our own needs and lose sight of how much we are dependent upon each other.

Be Inclusive – Refrain from excluding others, as they need information and interaction with you that is essential to them being able to do their work properly. Invite everyone to participate and allow them to contribute to the best of their ability.

Respect Others – Be respectful to your co-workers so they feel valued and an essential part of the team. Disrespectful behaviour is very distracting and devaluing, and it limits the potential of your co-workers to thrive and do their best work.

Pay Attention - Paying attention to those around you is a wonderful way to anticipate their needs and ensure that you are not inadvertently disregarding or upsetting others. It also fosters a respectful work environment that is inclusive and respectful of diverse perspectives, ideas, thoughts, and orientations. Such an environment is open and welcoming to innovative ideas, it encourages others who may be timid to put their ideas forward, breeds cooperation, and builds trust.

Healthy Work Environment – It is important to keep a healthy work environment in the physical sense as well as interpersonally. Clean out the clutter at work, remove old files from your desk, and complete tasks that are taking up space in your mind to free up mental energy and subconscious attention to prevent overwhelm.

Accept Diversity – People are diverse, we are created uniquely, and our various cultures, ethnicity, ancestry, religion, gender perspectives, ideologies, and values that makeup society are meant to help us learn and grow. Learn about each other, appreciate our uniqueness, and find creative ways to work together. Be tolerant of others' differences and find creative ways to work together.

Practice Social Responsibility – Employees need to find meaning and purpose in their work. Volunteer activities, community projects, and ways to give back to their community are ways to help them connect their organizations to their community in a symbiotic relationship that is fulfilling and rewarding.

Clean Your Workspace – Having a clean workspace is also a fantastic way to create space and light. It is a great spring practice to clear off the winter dust and get ready to lighten the mood for creativity and innovation.

Practice Mindfulness – Being conscious, staying in the present, and smelling the roses, are statements that remind us to pause, stop multi-tasking and enjoy the moment. Each moment is finite and will only last for a fleeting time. Connecting with our environment through mindfulness is a great wellness practice.

By practicing interdependence, we become more aware, connected, and engaged with co-workers, and our environment, this leads to greater fulfillment, a cohesive team, heightened focus, and increase productivity.

There are a lot of other ways to practice interdependence and environmental wellness at work. Let us know what things you are doing at your workplace to promote interdependence and environmental wellness. **Ask us how.**

Joyce Odidison



How to Create a Wellness Program for your Hybrid Workplace

Is wellness at work becoming a challenge for you now that employees are virtual and hybrid?

Employee wellness is becoming more important for all companies as we scramble to attract and retain top talent. Employees who are unwell miss work more often, are more distracted, have lower performance and are more likely to be distracted and dis-engaged.

Changing Wellness Needs

Before the pandemic, it was easier to see what was happening with your employees. If someone was feeling unwell, slipping in their work, or taking frequent time off. As we settle into the new normal workplace, it is very important that we modify and restructure our wellness programming to make it more accessible and relevant to the needs of all employees.

Recently, a wellness coordinator of a large organization approached me because employees in her organization complained that the wellness information, she was sending to them was insulting their intelligence.

As more employees prioritize health and wellness, it is important for organizations to shift things up. Don't just bring in speakers on different topics and think that is all there is you can offer your employees.

The workforce is a lot more diverse and employee wellness should take on a more whole person perspective to capture the attention of your hybrid and remote workers.

Wellness is far more inclusive and comprehensive, and your program should offer employees a framework that is easy to see, understand and engage with.

Here is the inclusive wellness at work framework we use with our clients to help add new life to their current wellness initiatives to add depth, versatility and better relate to a hybrid and remote workforce.

Nine Areas of Wellness

The nine areas we teach include:

Spiritual – This includes creating a workplace spirit that is based on trust and integrity at work.

Social – This includes how employees connect, communicate and network with each other and leaders.

Emotional – This includes ensuring that work supports positive and healthy emotional balance.

Occupational – This includes ensuring employees are supported with proper onboarding and ways to learn their duties and roles as well as the workplace culture with support from leaders, coaches, and mentors. Helping employees fall in love with their jobs.

Intellectual – This includes supporting employee educational development needs to improve their ability to make good decisions and apply critical thinking to work and life needs.

Environmental – This includes supporting employee diversity and inclusion needs and creating an atmosphere that is encouraging and accepting for all. It also means maintaining environmental and social responsibility and encouraging a clean workplace. This could mean clean your desk each month to help open space for creativity and new ideas.

Financial – This includes that your employees are well paid to support the rising cost of living and that they understand their earning potential and how it can be realized at work. Ensure they learn money management, budgeting, and debt elimination to reduce financial stress and worry.

Physical – This includes ensuring employees can stay active and be motivated for proper self-care, nutrition, and managing chronic diseases, as well as improving their appearance and stamina for optimal health.

Interpersonal – This includes ensuring that employees feel part of the team, feels a sense of belonging and have the support to resolve conflicts and misunderstandings that could otherwise make the working relationship stressful and lead to burnout and overwhelm.

Hybrid Wellness Programs Pivoting

It's important to know that everyone has had to do some pivoting in some way to accommodate employee health and wellness needs. It is important to come up with quick and simple points to help your wellness committees, wellness facilitators, and wellness coordinators, as well as employees pivot successfully.

Looking for Hybrid Workplace Wellness Support?

If you have done all you can and feel you need fresh eyes or minds to add new energy to your hybrid workplace wellness program, check out our list of services for organizations looking to add to their hybrid wellness initiatives. [Learn more here.](#)

To Your Wellness, Joyce





JOIN

THE TEAM OF ELITE RELATIONAL LEADERS!

Learn to lead inclusive and Psychologically Safe Workplaces

- ***Learn to relate and engage employees.***
- ***Learn to coach to build community at work.***
- ***Develop your ability to foster thriving teams at work.***

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The most comprehensive inclusive wellness leadership coach training program on the market.



Joyce's Nutritional Nugget LUPINI BEANS!

Are you someone who is always looking for nutritional facts?

Have you heard the saying; "you are what you eat"?

It means the food you eat forms and nourishes the cells of your body.

Think about that when take the next forkfull of food.

From an early age, I have always been interested in nutritional facts and information.

In this issue, I will share the nutritional facts that I came across and let you decide if you want to be excited about it too.

Let me tell you about LUPINI BEANS!

Lupini beans (sometimes called lupins, lupine beans, or lupin beans) are legumes that have been popular in the Mediterranean region, Latin America, and North Africa since ancient times.

These beans to my surprise have far more protein than soya beans. Nutrition Information:

One 1 cup (166g) of lupini beans, cooked and boiled without salt, contains approximately:

- 198 calories
- 26 grams of protein
- 16 grams of carbohydrates
- 5 grams of fat
- 5 grams of fiber

Lupini beans contain generous amounts of manganese, copper, magnesium, phosphorus, potassium, and zinc.

I have been experimenting with lupin flour for my crackers, protein loaves and bread.

Those of you who are, lupin is also keto friendly.

If you happen to be allergic or intolerant to soy then here's some great information about lupin.

Reference:

<https://www.wholesomeyum.com/lupini-beans-recipe/>

5th

Annual Global Workplace Wellness Summit & Community of Practice

September 28 - 29, 2022

www.interpersonalwellness.com



GLOBAL WORKPLACE
Wellness Summit



5th **GLOBAL WORKPLACE**
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Official Charity of the 5th Annual
Global Workplace Wellness Summit



We are excited to join forces with Sara Riel Inc. our charitable organization for the 5th Annual Global Workplace Wellness Summit.

Sara Riel Inc. provides community-based support to persons who experience issues with mental illness or mental health challenges including substance use disorders and addictions.

Sara Riel provided over 10,000 calls supporting Manitobans through the COVID19 pandemic.

They provide services such as:

- Mental Health Counselling
- Case Management
- Employment Services
- Community Peer Support

Who Will Be There

Bringing together 300 plus professionals:

- Workforce Planning Leaders
- Healthcare Providers
- Corporate Health & Wellness
- Benefits Directors, VPs, & Managers
- Health Managers & Directors
- HR VPs, Managers and Directors
- Directors of Training & Development Specialists
- Consultants
- Workplace Wellness Coordinators/Facilitators
- Learning & Development Experts
- Insurance
- Fitness
- Health Care
- Banking
- Communications
- Pharmaceutical
- Nutrition
- IT
- Education
- Energy
- Manufacturing

Here's What we will cover

- Workplace Spirit, Values, & Purpose
- Rethinking Mental Health and Innovation
- Diversity and Well-being at Work
- Interpersonal Relations, Violations & Harassment at Work
- Workplace Wellness Trends in Recruitment
- Neuroscience & Emotional Well-being
- Employee Learning Wellness Program Design
- Leadership, Engagement and Well-being

Global Workplace Wellness Summit

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www.globalworkplacewellnesssummit.com | Email: joyce@interpersonalwellness.com | (877) 9999-9521



TAP INTO THE POWER OF INCLUSIVE WELLNESS

#GWWS2022 AGENDA PREVIEW



DAY 1

Wednesday September 28, 2022

| | | | | |
|---------------------|---|--|---|--|
| 7:00 am - 7:30 am | Exhibitor Set Up | | | |
| 7:30 am - 8:00 am | Continental Breakfast and Registration | | | |
| 8:00 am - 8:30am | Opening Ceremony- Opening Remarks | | | |
| 8:35 am - 8:50 am | Greetings and Presentation Sponsors and partners recognition | | | |
| 8:50 am - 9:45 am | Summit Program | OPENING KEY SESSION | | |
| | | Redefining Wellness at Work: Inclusive Wellness for Remote and Hybrid Workspaces | | |
| | | Conflict Analyst, Author, and Founder of the Global Workplace Wellness Summit Joyce Odidison, shares a roadmap to redefine wellness in remote & hybrid workspaces to boost mental health and productivity. | | |
| 9:50 am - 10:30 am | | FIRE SIDE CHAT WITH THE EXPERTS | | |
| | | The Business of Wellness at Work Main Room | | |
| 10:30 am -10:45 am | | ENERGY BREAK – Sponsored by TBA | | |
| 10:50 am - 12:00 pm | | Reducing Chronic Diseases for Professionals | Trust, Integrity, and Spiritual Well-being at Work | The Coping Crisis: Coping Strategies to Improve Life and Workplace Wellness |
| 12:00 pm – 1:00 pm | | LUNCH BREAK | | |
| 1:00 pm – 2:00 pm | | Leadership Engagement & Well- being | Rethinking Mental Health at Work | Work Wellness Trends in Recruitment |
| 2:00 pm – 2:30 pm | | SPONSORSHIP SHOWCASE - BREAK | | |
| 3:00 pm – 4:00 pm | PANEL DISCUSSION Addressing The Stresses of Care giving and Your Career – | | | |
| 4:00 pm | ENTERTAINMENT & ADJOURNMENT | | | |



TAP INTO THE POWER OF INCLUSIVE WELLNESS

#GWWS2022 AGENDA PREVIEW



DAY 2

Thursday September 29, 2022

| | | | |
|---------------------|--|------------------------------------|--|
| 7:00 am - 7:30 am | Exhibits Open | | |
| 8:00 am - 8:50 am | Continental Breakfast & Networking <i>Warm up</i> | | |
| 8:50 am - 9:45 am | KEYNOTE SESSION: Julie Daniluk <i>Bulletproof! The Best Stress Busting Strategies to Boost Your Performance</i> Canada's Leading Nutritionist, TV host and author Julie Daniluk simplifies complex scientific research into practical solutions that people can apply in their lives. She explains how stress causes allergies, digestive disorders, and inflammation and the options available to you. | | |
| 9:50 am - 10:30 am | FIRE SIDE CHAT WITH THE EXPERTS: DEI & WELL-BEING Diversity Inclusion, Indigenous Reconciliation and Well-being, an inclusive wellness approach. Experts: TBA | | |
| 10:30 am - 10:45 am | Summit Program | ENERGY BREAK | |
| 10:50 am - 12:00 pm | | Creating Healthy Work Environments | Compassion Fatigue and Resilience |
| | | | Interpersonal Conflicts, Violence & Harassment at Work |
| 12:00 pm - 1:00 pm | LUNCH BREAK | | |
| 1:00 pm - 2:00 pm | Employee Learning and Financial Wellness | Inclusive Employee Health Benefits | Health and Wellness Coaching |
| | Round Table Session | Conference Room | Joyce Odidison Conference A |
| 2:00 pm - 3:00 pm | NETWORKING SESSION – MEET & CONNECT WITH PEERS - BREAK | | |
| 3:00 pm - 3:30 pm | Plenary Session <i>Main Room</i> | | |
| 3:40 pm - 4:00 pm | CLOSING CEREMONIES, PRIZE DRAW AND AWARDS | | |



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JULIE
DANILUK
TV Host and Nutritionist



Can you reduce stress with nutrition?

Yes, Julie Daniluk will teach us stress-busting strategies that also boost performance!

Julie is an award-winning author of 4 bestselling books, host of Healthy Gourmet, a reality cooking show aired in over 70 countries, and a highly sought-after anti-inflammatory expert and speaker.

Julie Daniluk
TV HOST AND NUTRITIONIST



MOTIVATE
EDUCATE
EMPOWER
HEAL

Julie's passion is to speak in venues around North America where she blends her skills and experience in fun and positive ways to provide breakthrough results with her audiences.

Bring Your Entire Team To Summit 2022

Want your employees to gain access to the timely wellness strategies and tools to be unfolded at the 2022 Global Workplace Wellness Summit?

Get a volume virtual Summit pass package and extend the learning.

Summit 2022 virtual pass packages include the following:

- Password protected cloud-based portal access to recordings of all breakout sessions for 90 days.
- Live feed keynotes and main sessions
- Recording of breakout sessions (view breakout sessions live)
- Virtual tradeshow exhibit
- Participate in live question and answer sessions

Available Virtual Pass Package Bulk Discount

Virtual passes cost \$99 each. The following bulk discount rates apply

- 10 virtual employee passes - \$900
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Pass holders will also gain free access to the November 17, 2022, (9:00 am - 1:00 pm CST) Global Workplace Wellness Community of Practice half-day review of the live Summit highlights as we unveil workplace wellness to watch for in 2023.

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Wellness Summit

SEPTEMBER 28-29, 2022 Registration

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- Organizational leaders, human resource professionals, C-Suite leadership, wellness directors, team leaders, managers, entrepreneurs, professionals looking to improve well-being in the workplace, wellness practitioners.

WHY SHOULD I ATTEND?

- Expert presentations, insights, ideas, and demonstrations from global experts
- Tools to promote a wellness mindset in your organization
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SPECIAL ATTENDEE BONUS!

Get special access to the [Global Workplace Wellness Community of Practice](#) half-day review with our guest speaker - November 17th, 2022, (9:00 am - 1:00 pm CST). A virtual live session with Summit highlights.

[Unveiling workplace wellness trends to watch for in 2023.](#)

Call with questions or e-mail admin@interpersonalwellness.com

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The Global Workplace Wellness Summit is a workplace wellness initiative of Interpersonal Wellness Services Inc. (IWS). Established in 1997, IWS is a relational well-being corporate training and coaching firm, known globally for its comprehensive interpersonal Wellness Improvement System® (WIS)



GLOBAL WORKPLACE
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Global Workplace Wellness Summit

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The Faces of **Workplace** WELLNESS

July 2021 Issue

- Global Workplace Wellness Summit
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