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ISSUE 04, SEPT 2022

Faces of Workplace WELLNESS

SUMMER 2022

5TH

ANNUAL GLOBAL
WORKPLACE WELLNESS
SUMMIT!

INNOVATION
Promotes Financial
Wellness, Creativity and
Success

INTERDEPENDENCE
Drives Environmental
Wellness, Social
Responsibility, Inclusion,
Diversity and Respect

VIBRANCY
Is Fueled by Good
Nutrition for Physical
Wellness and Disease
Prevention

**REDEFINING
WELLNESS**

IN THE NEW WORLD OF WORK
SEPT 28-29



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PUBLISHER'S CORNER

Welcome to the Summer 2022 Issue of Faces of Workplace Wellness magazine. It feels like fall is in the air very early this year.

As the world watches the passing of an era with the death of Queen Elizabeth II and the new reign of King Charles III, we all look forward to the changes we know must come with a new era.

As we prepare for the 5th Global Workplace Wellness Summit, September 28-29, 2022, we recognize that equipping employees with the coping strategies to deal with changes in life and work is essential for the future of work.

This issue of the magazine is focused on the Summit, our amazing speakers, and the sessions we are preparing for our attendees. I hope that you have decided to join us, either in-person or virtually.

This quarter, we learned about three important competencies that will frame the rest of the magazine: Innovation, Vibrancy and Resilience.

In addition to featuring the Summit, this issue will reflect one of the dimensions and wellness competencies mentioned here, with input from the Summit speakers.



I am excited to bring this issue of the magazine to you and ask that you share these important topics with your co-workers, your network and on social media to help more employees and organizations gain access to this great content.

The 5th Annual Global Workplace Wellness Summit provides a platform for dialogue and interaction around wellness and the various issues in life that affect work. We look forward to your participation and interactions.

Follow us on social media during the Summit using #Summit2022

To Your Wellness

Joyee Odidison
Publisher

<https://interpersonalwellness.com/what-you-should-know-about-the-wellness-competency-mindset-teaching/>

5th

Annual Global Workplace Wellness Summit & Community of Practice

September 28 - 29, 2022

Canad Inns Destination Centre Club Regent Hotel
1415 Regent Ave W. Winnipeg, MB. R2C 3B2, Canada

www.interpersonalwellness.com

04

5th ANNUAL GLOBAL WORKPLACE WELLNESS SUMMIT



Summit 2022

Keynote Speakers



**Julie
Daniluk**



**JOYCE
ODIDISON**



**Sylvia
Marusyk**

Summit 2022 Presenters



Tara Brousseau



Audrey Gordon



Chelsea Feniuk



Stephanie Magez



Ben Akoh



Cameron Tindall



Andrew Bryk



Lesley Trudel



Alex Ihama



Robyn Priest



Colby Sharma



Kevin Cochran

Summit 2022 Keynote Speaker



JOYCE ODIDISON

Workplace Wellness Expert, DEI Specialist, Burnout Expert and Author

Joyce Odidison is a Conflict Analyst, Speaker, Author, and the world's leading expert on Interpersonal Wellness Competency for behaviour transformation and well-being at work. Joyce is President & CEO of Interpersonal Wellness Services Inc., Founder of the Annual Global Workplace Wellness Summit, and host of the What's Happening at Work podcast show.

Joyce has authored six books, and numerous programs and curriculums including the Coaching at Work, Wellness Competency Mindset and Relational Leadership curriculum that has been delivered to thousands of employees locally and internationally.

Joyce holds a Master Certified Coach (MCC) accreditation through the International Coaching Federation, and a Certified Training Professional through the Institute for Performance and Learning. As a C-Suite level workplace wellness expert, Joyce works with leaders, teams, and workplaces to attain healing and transformation through challenges and changes at work.

Joyce has an exceptional ability to transform difficult conflicts and work relationships with pragmatic solutions and strategies that are easy to apply and maintain. She is a frequent TV guest expert who has been featured in print and online magazines globally.

Summit 2022 Keynote Speaker



Julie Daniluk

TV Host and Nutritionist

Julie is a Registered Nutritionist and host of Healthy Gourmet, a reality cooking show aired in over 70 countries.

A highly-sought-after anti-inflammatory expert and speaker, Julie is an award-winning author of four bestselling books. Her latest book *Becoming Sugar-free* became a #1 National bestseller in less than a month after release.

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. After graduating from the Canadian School of Natural Nutrition and the Institute for the Psychology of Eating, she studied culinary arts at George Brown College, herbalism at Emerson Herbal College, and life coaching with Tony Robbins.

Julie has appeared on hundreds of TV programs including *The Dr. Oz Show*, *Evolve with John Edward*, *CTV News*, *Global TV*, *The Social*, *Canada AM* and *CBC Radio*. You may know her best as a resident nutrition expert for the #1 Canadian Daytime TV show, *The Marilyn Denis Show*.

Summit 2022
Keynote Speaker



**Sylvia
Marusyk**

**Activational Speaker Health & Wellness Expert
Founder of MindBody Works**

Sylvia Marusyk is everything you never knew you wanted in a public speaker. The owner and innovative mind behind MindBody Works, a Canadian company focusing on creating and maintaining health and wellness in the workplace, Sylvia is fun, sassy and passionate about safety & health. As an Occupational Therapist with almost 30 years of experience and expertise in the field of health and safety, she emphasizes that prevention is the key to creating happy, healthy individuals, employees and businesses.

Through the use of humour and her incredibly dynamic presentation style, Sylvia leaves audiences laughing, learning and going home with the tools and confidence to change their lives for the better.

Discover the power of your mind-body so you can make the rest of your life, the best of your life!

5th ANNUAL GLOBAL WORKPLACE WELLNESS SUMMIT



Summit 2022 Presenters



SPEAKER
CAMERON TINDALL

Chair of the Sara Riel Inc Wellness Committee | Co-Chair of Sara Riel Inc Workplace Health and Safety Committee | Manager of Mental Health Services at Sara Riel Inc.

Do you want help regarding employment services and peer/mental health support worker programs?

Cameron manages the Employment Services and Peer/Mental Health Support at Sara Riel Inc. Worker programs, which provide one-to-one, participant centered, community-based services to help individuals prepare for, choose, get and keep employment, as well as develop independent living skills. Cameron has a passion for and has presented workshops on mental health education/management in the workplace to many organizations in Winnipeg.

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SPEAKER
TARA BROUSSEAU

Executive Director of Sara Riel Inc. | Community leader in mental health | Vice-Chair of the Addictions Foundation | Co-chair of the Reseau Compassion Network | Member of the Manitoba Psychological Steering committee

Do you want to build Supportive Relationships for Optimal Mental Health in the Workplace?

Yes, you can with Tara!

Tara Brousseau Snider is Executive Director of Sara Riel Inc which is a leader in mental health, substance use and addictions community support. Additionally, Ms. Snider serves as a therapist for Recovery of Hope where she provides counselling on mental illness, marriage counselling, emotion focus therapy, trauma therapy and EMDR.

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SPEAKER
LESLEY EBLIE TRUDEL

PhD | Associate Dean, Faculty of Education | University of Winnipeg

Do you want help in the intersection of inclusive education, mental health and well-being, leadership and governance?

Lesley held positions ranging from instructional to administrative, working with diverse populations in both urban and rural settings. Lesley dissertation research was designed to determine whether there were systemic features of education planning which would result in improved linkages between what school division leaders know and what they do, ultimately impacting organizational improvement and change.

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SPEAKER
ALEX IHAMA

Global Strategist | Executive Coach | Professional Speaker | Bestselling Author & President/CEO | School of Greatness Inc

Do you want to facilitate the innate transformation of people, organizations & nations through speaking?

Yes, Alex Ihama is a certified coach and speakers all over the world on his unique approach to innate transformation which has helped many people and organizations

Alex is an astute businessman, a community advocate and the author of over 100 transformational courses and certification programs. he is still involved in the transformation of lives and organizations.

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Summit 2022 Presenters



SPEAKER
ROBYN PRIEST
Co-founder of Robyn Priest

Do you want to transform your workplace by supporting mental health?

Yes, Robyn's passion is helping people go from surviving to thriving by being "real" about mental health.

Robyn has extensive experience working in business, government and non-profit organizations. Robyn has been involved in the development and training of mental health and peer support services for over 20 years and in 10 different countries. She is seen as one of the premier experts on mental health and peer support, internationally. Her signature strengths are authentically connecting with people, making shit fun and simplifying the message.

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SPEAKER
DR. BEN AKOH
Organizational Development Consultant
Project Manager | Learning and Development Consultant | Coach
Festival Organizer

Do you want help in finding education and technology solutions to some global challenges?

Yes, Dr. Ben Akoh is an organizational development consultant with over 20 years' experience in developing people, systems and processes.

Dr. Akoh has developed and taught several online adult learning courses at the University of Manitoba and the University of Winnipeg, worked for the United Nations, and engaged in international development activities. He is a serial entrepreneur and founder of a tech consulting company, ULink Insights Inc and a non-profit, the African Movie Festival in Manitoba.

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SPEAKER
STEPHANIE MAGES
Certified Human Resources Professional (CHRP)

Do you want oversighting to a variety of HR programs?

Yes, Stephanie Mages can help!

Stephanie Mages holds a Bachelor of Arts degree in Labour and Workplace Studies from the University of Manitoba. Stephanie is the Senior Manager, Employee Health and Safety Programs, Human Resources with the City of Winnipeg. Stephanie provides oversight to a variety of HR programs including Occupational Health and Wellness, Organizational Safety Services, Employee Development and Training as well as Health Resource Services.

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SPEAKER
COLBY SHARMA LL.B.
Writer | Resiliency expert | Keynote Speaker | Author of The Curveball

Do you want to create impact in the world and live a better life

Yes, you can with Colby Sharma!

Colby Sharma LL.B. is a resiliency expert and the author of The Curveball. He is passionate about helping individuals and organizations be more resilient in times of deep change

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Summit 2022 Presenters

GLOBAL WORKPLACE Wellness Summit

SPEAKER
KEVIN COCHRAN
Co-Founder at Enriched Academy

Do you want to know the importance of financial wellness and how HR leaders can support their staff?
Yes, you can with Kevin Cochran!

Over the last 15 years, Kevin has been one of the most sought-after speakers on the necessity of financial wellness programs for HR leaders. Having been featured on radio and television programs (including CBC's Dragon Den) across the country, Kevin has spoken to well over 100,000 people including professionals, students, schools, communities and corporations on the importance of financial wellness and how HR leaders can support their staff.

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GLOBAL WORKPLACE Wellness Summit

SPEAKER
DR. ANDREW BRYK N.D.
Naturopathic Practitioner | Member of the Canadian Association of Naturopathic Doctors | Board member and for the Manitoba Naturopathic Association

Do you want to become an active participant in the management of your own health?
Yes, Dr. Bryk N.D. works with his patients with an emphasis on disease prevention and health promotion to help them!

Dr. Bryk N.D. uses an eclectic approach to health incorporating acupuncture, clinical nutrition, counselling, botanical medicine and hydrotherapy to best match the treatment to the patients needs. He has a special interest in digestive issues and pain management and is trained to treat a wide variety of medical conditions.

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GLOBAL WORKPLACE Wellness Summit

SPEAKER
CHELSEA FENIUK
BA in Psychology | Certificate in Applied Counselling

Do you want to get control on anxiety and depression that are highly comorbid characterized by high levels of negative emotions?
Yes, you can with Chelsea!

Chelsea has worked with Sara Riel Inc. since 2016 and was published in the Canadian Journal on Aging for her contributions to COVID-19 and the experiences and needs of staff and management working on the frontlines of long-term care in Central Canada.

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GLOBAL WORKPLACE Wellness Summit

SPEAKER
DANIEL OMOLOLA
BA in Social and Behavioral Sciences | Employment Specialist at Sara Riel Inc.

Do you want help in Building Supportive Relationships for Optimal Mental Health in the Workplace?
Yes, you can with Daniel!

Daniel has been working in the mental health industry in various capacity for over a decade. He has helped develop several mental health educational materials and facilitated different workshops on resilience and how people can build skills to manage their mental health both inside and outside of the workplace. He focuses on helping people see their strengths, do their best, and never give up on their goals.

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SUMMIT AGENDA

DAY 1

Wednesday September 28, 2022

| | | | |
|---------------------|--|---|--|
| 7.00 am - 7:30 am | Exhibitor Set Up | | |
| 7:30 am - 8:00 am | Registration and Continental Breakfast | | |
| 8:00 am - 9:30 am | Opening Ceremony Master of Ceremony: Sylvia Marusyk | | |
| | Welcome and introductions – 5 minutes <ul style="list-style-type: none"> Opening prayer: Pastor Ricardo Mena Elder, Belinda Vandenbroeck Acknowledgments Drummer - Trissy Addis About IWS Inc. and the Global Workplace Wellness Summit, About Sara Riel community work Partners & Sponsor | Opening Remarks and greetings by dignitaries: <ul style="list-style-type: none"> Health Minister - Minister Audrey Gordon Deputy Mayor Councilor Markus Chambers Joycelyn Baker – Public Services Commission Manitoba | |
| 9:30 am - 10:30 am | 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. | | |
| 10:30 am - 10:45 am | ENERGY BREAK | | |
| 10:45 am - 11:45 am | Reducing Chronic Diseases in Your Working Life Dr Andrew Bryk | Compassion Fatigue and Resilience Daniel Omolola & Chelsea Daniels | The Coping Crisis: Strategies to Improve Work, Life and Happiness Joyce Odidison |
| 11:45 am - 12:45 pm | LUNCH BREAK | | |
| 12:45 pm - 1:45 pm | FIRE SIDE CHAT WITH SARA RIEL TEAM – SARA RIEL INC. The Personal and Business Side of Mental Health at Work – Disclosure, accommodations, and Safety – Tara Snider, Cameron Tindall, David Stewart | | |
| 1:45 pm - 2:00 pm | NETWORKING BREAK – SOCIAL CONNECTIONS | | |
| | BREAKOUT SESSIONS | | |
| 2:00 pm – 3:00 pm | Leadership Engagement and Well-being - Alex Ihama | Rethinking Mental Health at Work Sara Riel Inc. | Navigating Resilience and Recovery Leslie Trudel |
| 3:00 pm – 4:00 pm | PANEL DISCUSSION: DEI & WELL-BEING Diversity Inclusion, Indigenous Reconciliation and Well-being, an inclusive wellness approach. Experts: Ben Akoh, Alex Ihama, Robyn Priest, Joyce Odidison, et al | | |
| 4:00 pm – 4:30 pm | ENTERTAINMENT & ADJOURNMENT | | |

Summit Program



SUMMIT AGENDA

DAY 2

Wednesday September 29, 2022

| | | | | |
|--|---|--|---|---|
| 7:30am – 8:00 am | Registration | | | |
| 8:00 am – 8:30 | Continental Breakfast | | | |
| 8:30 am - 9:00 am | Welcome and Recap Master of Ceremony: Joyce Odidison | | | |
| | Welcome to Day 2 | | | |
| 9:00 am - 10:00 am | OPENING KEY SESSION KEYNOTE SESSION: Julie Daniluk Bulletproof! The Best Stress Busting Nutritional Strategies to Boost Your Performance 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. | | | |
| 10:00 am - 10:15 am | ENERGY BREAK | | | |
| 10:15 am - 11:45 am | Summit Program | FIRE SIDE CHAT WITH THE EXPERTS: THE GREAT RESIGNATION & QUIET QUITTING Strategies to ease the strain with and stress of work and improve working conditions and high performance. Sylvia Marusky, Stephanie Mages, Tara Snider, Colby Sharma | | |
| 11:45 am - 12:45 pm | | LUNCH BREAK | | |
| 12:45 pm - 1:45 pm | | <table border="1"> <tr> <td>The Place for Mental Health Peer Support Robyn Priest</td> <td>Reducing Aches and Pains at Work: Strategies for Hybrid and Remote Work Era Sylvia Marusyk</td> <td>Creating Psychologically Safe Environments at Work Joyce Odidison</td> </tr> </table> | The Place for Mental Health Peer Support Robyn Priest | Reducing Aches and Pains at Work: Strategies for Hybrid and Remote Work Era Sylvia Marusyk |
| The Place for Mental Health Peer Support Robyn Priest | Reducing Aches and Pains at Work: Strategies for Hybrid and Remote Work Era Sylvia Marusyk | Creating Psychologically Safe Environments at Work Joyce Odidison | | |
| 1:45 pm - 2:00 pm | NETWORKING BREAK – SOCIAL CONNECTIONS BREAKOUT SESSIONS | | | |
| 2:00 pm – 3:00 pm | Employee Learning for Financial Wellness Kevin Cochrane | How to Build Resilience at Work Colby Sharma | The Place for Health and Wellness Coaching at Work. Joyce Odidison | |
| 3:00 pm – 4:00 pm | Plenary Session - Cracking the Stress Code: Powerful strategies for Leaders – Sylvia Marusyk | | | |
| 4:00 pm – 4:30 pm | CLOSING CEREMONIES, PRIZE DRAW AND AWARDS | | | |

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ANNUAL

GLOBAL WORKPLACE WELLNESS SUMMIT



Summit Sessions - September 28-29, 2022

| DATE AND TIME | SPEAKER | TOPIC |
|--|---|--|
| Sept. 28, 2022 10:00 am | Joyce Odidison Opening Keynote | Redefining Wellness at Work: Inclusive Wellness Behaviours for the Future of Work Conflict Analyst, Author, and Founder of the Global Workplace Wellness Summit Joyce Odidison, shares wellness competencies as inclusive behaviours that foster well-being in remote & hybrid workspaces, essential for the future of work. |
| Reducing Chronic Diseases in Your Working Life Sept. 28, 2022 10:45 am - 11:45 am | Dr. Andrew Bryk | Are you looking for strategies to physically well at work? |
| Compassion Fatigue and Resilience Sept. 28, 2022 10:45 am - 11:45 am | Leslie Trudel | In this presentation we will discuss what we can do as colleagues and management to identify and deal with compassion fatigue, build resilience, explore how to engage in positive self-care, and understand that self-care is not selfish, but essential to managing our mental health and well-being. |
| The Coping Crisis: Coping Strategies to Improve Work and Life Wellness Sept. 28, 2022 10:45 am - 11:45 am | Joyce Odidison | Coping skills are essential for the future of work. Learn ways to equip yourself and employees with the coping skills to navigate the fast paced, challenging terrain of work to reduce overwhelm, burnout and stress. |

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Summit Sessions - September 28-29, 2022

| DATE AND TIME | SPEAKER | TOPIC |
|---|---|--|
| <p>Fire Side Chat with the Experts</p> <p>Sept. 28, 2022 12:45 am - 1:45 pm</p> | <p>Sara Riel Team Tara Snider, Cameron Tindall & David Stewart</p> | <p>COVID-19 moved mental health in the workplace to the forefront and changed people's perspective of work, and what they expect from their workplaces. We will discuss how to create a safe environment for disclosure, compassionate leadership, and how to keep your employees – and agency - mentally healthy and well</p> |
| <p>Rethinking Mental Health</p> <p>Sept. 28, 2022 2:00 pm - 3:00 pm</p> | <p>Sara Riel Team</p> | <p>Effective management of workplace mental health has become an expectation among employees and is essential for organizations to be able to attract and maintain quality staff. In this presentation we will discuss some misconceptions of mental health and ways you can keep your staff and agency mentally well.</p> |
| <p>Navigating Resilience and Recovery in Your Profession</p> <p>Sept. 28, 2022 2:00 pm - 3:00 pm</p> | <p>Leslie Trudel</p> | <p>What happens when a job that once brought you considerable engagement and joy, becomes a source of psychological strain, and what can be done when this occurs? Enter the pandemic which has affected the resilience of individuals and organizations across the world.</p> |

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Summit Sessions - September 28-29, 2022

| DATE AND TIME | SPEAKER | TOPIC |
|---|--|---|
| <p>Sept. 29, 2022 10:00 am</p> | <p>Julie Daniluk Opening Keynote</p> | <p>Bulletproof! The Best Stress Busting Nutritional Strategies to Boost Your Performance.</p> <p>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.</p> |
| <p>Fire Side Chat with the Experts</p> <p>Sept. 29, 2022 10:45 am - 11:45 am</p> | <p>Sylvia Marusky, Stephanie Mages, & Tara Snider</p> | <p>Strategies to ease the strain with and stress of work and improve working conditions and high performance.</p> |
| <p>The Place for Mental Health Peer Support</p> <p>Sept. 29, 2022 12:45 pm - 1:45 pm</p> | <p>Robyn Priest</p> | <p>Promoting Mental Health Peer Support</p> <p>Increasingly there is significant interest in peer support in workplaces, but I often hear: What is it? How does it work? And why should we develop this when we already have an EAP? The research shows it helps retention, it helps managers, and it's a cost-effective way (human and financial) to support wellness in the workplace. Peer support is about supporting your employees to have the tools to be able to have "real" conversations in the workplace. Come have a conversation about what this is and why these programs are taking off across the globe.</p> |

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Summit Sessions - September 28-29, 2022

| DATE AND TIME | SPEAKER | TOPIC |
|--|------------------------------|--|
| <p>Reducing Aches and Pains at Work: Strategies for Hybrid and Remote Work Era</p> <p>Sept. 29, 2022 12:45 pm - 1:45 pm</p> | <p>Sylvia Marusyk</p> | <p>This presentation looks at why so many of us are so sore even in the absence of a specific trigger, and how to protect the body from repetitive strain. We explore how this could possibly happen when many of us are sitting at desks for eight or more hours a day, not something considered strenuous at all!</p> |
| <p>How to Create A Psychological Safety Culture to Reduce Conflicts, Violence & Harassment at Work</p> <p>Sept. 29, 2022 12:45 pm - 1:45 pm</p> | <p>Joyce Odidison</p> | <p>Join the discussion on how to create a psychological safety culture at work to reduce unhealthy conflicts, violence, and harassment at work.</p> |
| <p>Financial Wellness Strategies for Employee Success</p> <p>Sept. 29, 2022 3:00 pm - 4:00 pm</p> | <p>Kevin Cochran</p> | <p>Financial wellness is a critical measure of your staff's ability to meet their personal financial goals. When your staff experiences financial stress, not only is their performance impacted but so is their mental and physical health. And that is tied to your company's bottom line. This session helps you understand the negative effects of financial stress and how employers can promote workers' financial wellness.</p> |

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Summit Sessions - September 28-29, 2022

| DATE AND TIME | SPEAKER | TOPIC |
|--|------------------------------|--|
| <p>How to Build Resilience at Work</p> <p>Sept. 29, 2022 3:00 pm - 4:00 pm</p> | <p>Colby Sharma</p> | <p>In this thoughtful, and engaging session, Colby Sharma LL.B. will share tactics, insights and lessons from his bestselling book <i>The Curveball</i>, so you can become more productive, and resilient at work, while caring for your wellbeing.</p> |
| <p>The Place of Health and Wellness Coaching at Work</p> <p>Sept. 29, 2022 3:00 pm - 4:00 pm</p> | <p>Joyce Odidison</p> | <p>As the world of work changes, employees in the workplace are requiring support and thinking partnership to navigate and reflect on difficult decisions. Coaching support helps reduce stress and worry, and provides clarity of thought that crystalizes ideas to fuel navigation. Examine the place of health, wellness and nutrition coaching in the new world of work.</p> |
| <p>Cracking the Stress Code: Power Strategies for Leaders</p> <p>Sept. 29, 2022 3:00 pm - 4:00 pm</p> | <p>Sylvia Marusyk</p> | <p>As mental health continues to decline post-pandemic, leaders are left with many walking wounded in their workplaces. People have been in survival mode for so long and they are becoming exhausted.</p> |



Help us support **Sara Riel Inc.**
Make a Donation Today!

<https://sarariel.ca>

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 COVID-19 pandemic.

They provide services such as:

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

GET YOUR COPY OF...

THE WIS[®] WELLNESS METHOD

An Inclusive Wellness Competency Teaching and Coaching Framework

By Joyce Odidison, MA. PCC, CTD.

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

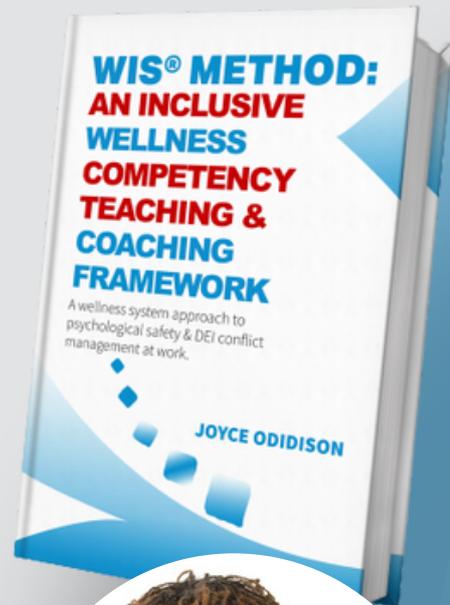
WELLNESS TEACHING

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.

Contact Joyce to book a Wellness Teaching or Conversation
www.interpersonalwellness.com



**JULY
2022**



INNOVATION & **FINANCIAL WELLNESS**

**WELLNESS COMPETENCY BEHAVIOUR
ALIGNMENT**

INNOVATION AS A WELLNESS COMPETENCY

There is no doubt that innovation is the key to success and prosperity. But how do we develop innovation as a wellness competency?

Some describe innovation as the development of new ideas or improvement of existing ideas.

How do we become innovative at work, and how does that align with wellness?

Developing innovation as a wellness competency starts with realizing that part of your responsibility is to contribute ideas and solutions to workplace problems. This could be by observing what is going on around you and lending your skills in new ways to add value to your organization, team, or product line.

Innovation is necessary for growth, development, and financial success. Since innovation is the wellness competency aligned to financial wellness, it is important to note the tips and strategies necessary for innovation.

To sustain innovative thinking and growth, one must practice long-term planning, financial growth, income generation, resource management, and money management so they can continue to be innovative and accumulate financial wealth.

In July, we shared tips and strategies with our larger network of employees enrolled in the wellness competency behaviour coaching program to develop the action steps that demonstrate growth and development for innovation.



Our coaching and teaching focus on the following areas for improvement:

- Innovation
- Money management
- Financial Growth
- Log-term Planning
- Debt Elimination

If you, a co-worker or employee require support in this area, please contact us to learn about enrolling in the competency coaching sessions.

<https://interpersonalwellness.com/how-to-create-a-wellness-program-for-your-hybrid-workplace/>

FINANCIAL STRESS GRINDING DOWN WORKPLACE WELLNESS



A recent study by the Financial Consumer Agency has revealed that finances are the leading cause of stress for many people, surpassing the amount of stress stemming from either relationships or work.

While organizations across the country are offering increasing support to improve the overall well-being of their staff, one area that has been widely ignored is the effect of financial stress in the workplace. It is ironic that despite the intensifying focus on employee wellness, the #1 concern of employees is receiving scant attention

Currently, five out of ten individuals live paycheck to paycheck, 46% are losing sleep because of money worries, and almost 50% of employees admit to being distracted while on the job due to financial concerns.

More and more people are realizing that their workplace has a huge impact on their well-being. In fact, 87% of job seekers consider health and wellness offerings when looking for a new role. A comprehensive benefits package



(not just “lunch & learns” or “game nights”) demonstrates that your organization prioritizes the all-around well-being of its employees.

People are looking for organizations that genuinely care. Making a commitment to financial support that goes well beyond salary and benefits will set your organization apart, enhance your recruitment package, and help lead top candidates to choose your organization over the competition.

Another benefit of a financial wellness program is improved retention. A 2018-2020 study of over 14,000 employees across different industries found a financial wellness program can both increase retention by 18.8% across all staff and save \$1,855 per employee in annual turnover.

Culture and compensation are two common reasons people leave their workplace. A well-designed, professional financial wellness program addresses both of these issues. Not only does it allow your employees to make better use of their present compensation, it also helps define your company culture and your commitment to your employees and their families.

Enriched Academy partners with over 500 organizations to help them create a culture of financial wellness. Their Employee Financial Wellness Program is a turnkey program for organizations to create an effective and impactful wellness program.

www.enrichedacademy.com

Financial Consumer Agency of Canada: Financial stress and its impacts.

<https://www.canada.ca/en/financial-consumer-agency/services/financial-wellness-work/stress-impacts.html>

Take the Coaching At Work Training Program

Classes start on October 21, 2022



- Learn to practice inclusive wellness with individual, leaders, and corporate clients
- Build your skills and confidence to coach any situation using "Learn to coach the wellness competency method"

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**AUGUST
2022**



VIBRANCY & PHYSICAL WELLNESS

**WELLNESS COMPETENCY BEHAVIOUR
ALIGNMENT**



VIBRANCY AS A WELLNESS COMPETENCY

We have already discussed that wellness competencies are essential in our ability to demonstrate behaviours that promote wellness and well-being in our work and life. Each wellness dimension offers an opportunity to develop certain skills that will strengthen and enrich our lives and reduce stresses that we would otherwise face without those skills, behaviours or aptitudes.

Life is a cycle of growth and change. As we encounter new challenges on our path, these wellness competencies prepare us to navigate what is presented, thus reducing needless hardships, poor decision-making, and emotional and mental stresses.

Being vibrant is the state of being full of energy and life, to have strong resonance, enthusiasm and to be active. To develop vibrancy, we must set boundaries about our physical body, what and how much we eat, what we wear, our stamina, rest, relaxation, disease management, addictions, and exercise. It takes discipline to develop and maintain vibrancy as we age.

This is an area where many of us struggle, especially because what happens in the other nine dimensions of our lives will impact our vibrancy, such as how well we are doing spiritually, socially, emotionally, and in our interpersonal relationships.

In August, we shared tips and strategies with our larger network and those enrolled in the wellness competency behaviour coaching program to develop the action steps that demonstrate growth and development of vibrancy.

Our coaching and teaching focus on the following areas for improvement:

- Boundaries
- Stamina
- Nutrition
- Exercise
- Disease management

If you, a co-worker or employee require support in this area, please contact us to learn about enrolling in the competency coaching sessions.

<https://interpersonalwellness.com/the-problem-with-workplace-wellness-programs/>



Foods That Promote Energy & Longevity

What we can learn about the longest-living people from their lifestyle

By Julie Daniluk RHN

Do you want to live to 100? You might be surprised by how many people are reluctant to answer that question with enthusiasm. One reason is they believe their final 10 years will be full of pain. A better tactic is to focus on one's 'healthspan' rather than just 'lifespan'. If you could live to 100 with vitality, purpose, and happiness, wouldn't that be awesome? Why do some people thrive well past 100 years of age with mobility, mental clarity, and energy and yet others have their life-light snuffed out too soon?

Contrary to the gene theory, it is our lifestyle choices that make the greatest impact on longevity.

Dan Buettner, a National Geographic explorer and author of *The Blue Zones*, has reported on distinct lifestyle practices which many people living over 100 with vitality (centenarians) have in common. The longest-living people live in the following regions: Ikaria, Greece; Okinawa, Japan; Ogliastra Region, Sardinia; Loma Linda, California; and Nicoya Peninsula, Costa Rica. Before looking at their diet, let's review a few of the lifestyle habits that are common among the longest living on earth.

1) Do Authentic Movement: All long-lived people get lots of exercise, from physical work in gardens and farms, to chores around the house. Dog walking, bike riding, and gardening also contribute to the longevity 'healthstyle'.

2) Have a Purpose: It is important to find a place of contribution so we can stay engaged and positive as we age. Instead of retirement, many centenarians embrace jobs they love, including managing community gardens or taking care of grandchildren.

3) Love: A cornerstone of longevity is expressing gratitude and sharing love with one's tribe. The resulting reduction of stress dramatically reduces inflammation.

4) Eat Anti-inflammatory Food: Menus of the long-lived are packed with anti-aging nutrients that have the power to enhance and extend life. A focus on plants, fibre, and omega-3 is key, and every menu has flavourful fats that make meals taste great!

Favourite Foods of Centenarians

Let's take a tour around the world to learn some of the powerful foods that are eaten in longevity zones.

COSTA RICA

COCONUT – Coconut has different parts and uses: the liquid water portion contains high levels of B vitamins, enzymes, amino acids, and vitamin C;

the dried kernel (copra) is mainly fat and used for oil extraction. The fatty acid profile of coconut is what makes it one of today's most popular superfoods – coconut oil is one of the richest sources of a saturated fat called medium chain triglycerides (MCTs). These MCTs are absorbed and used quickly by the body as a source of energy or are converted to ketone bodies beneficial for brain health. Coconuts and coconut oil also contain flavonoids and other polyphenols that act as antioxidants, protecting against free radicals, oxidation of LDL cholesterol, and cancer.

COCOA – Not only is cocoa delightful to eat, it contains approximately 380 bioactive compounds such as polyphenols (catechins) and methylxanthines. In fact, cocoa has a higher level of phenols than green tea and red wine, making it a powerful antioxidant. Studies show that regular consumption of cocoa rich in polyphenols is associated with a reduced risk of cardiovascular disease, high blood pressure, and cancer. The high polyphenol profile increases HDL, decreases LDL, and improves blood sugar and blood pressure.



SARDINIA

DANDELION GREENS – These rank high in overall nutritional value amongst leafy greens and are loaded with antioxidants such as polyphenols, plus vitamins A and C. Their antioxidant potential is of significance for longevity because it decreases oxidative stress (which underlies the disease process) and slows down the aging of cells. Dandelion greens are also wonderful for protecting the liver and supporting its role as the body's main detoxification organ, clearing toxins that can both age us and increase our risk of diseases.

FENNEL – In Indian and Greek mythology, fennel symbolizes longevity and immortality. Part of the parsley family, fennel is used both as a vegetable and a spice. It is well known as a natural remedy for digestive disorders, and also acts as an anti-inflammatory food, reducing the risk of disease and increasing antioxidant activity in the body. It also affects cholesterol levels by increasing good cholesterol (HDL) and inhibiting the oxidation of bad cholesterol (LDL). Between that and its high potassium content, fennel can support the cardiovascular system.

SARDINES – Small and environmentally sustainable, sardines are high in omega-3 fatty acids and other nutrients such as vitamin D, selenium, and vitamin B12. The health benefits of omega-3s come from their anti-inflammatory action which helps to prevent medical conditions such as cardiovascular disease. In fact, omega-3 fatty acids can keep the LDL cholesterol in check, while increasing HDL cholesterol levels and nourishing the cardiovascular system.

JAPAN

SEAWEED – contains many bioactive compounds and polysaccharides that are not found in any terrestrial plants. Studies comparing Japanese to Western diets have linked the consumption of seaweed to a decrease in chronic diseases such as cancer, cholesterol, and heart disease. Many seaweed species contain healthy fatty acids like long-chain omega-3s and polyunsaturated fatty acids (PUFAs) that are protective for the cardiovascular system. As well, seaweeds have anti-cancer properties as shown by studies linking seaweed to reduced cancer risk, especially breast cancer in premenopausal women via estrogen metabolism.



GINGER – Rich in phytonutrients, ginger is frequently used as a spice and condiment to add flavour to food. But flavour and aroma is not the only reason to use ginger. Its medicinal properties help to decrease inflammation, cholesterol, and blood pressure. Regular consumption of this herb can also decrease the risk of various cancers such as colorectal, ovarian, liver, skin, breast, and prostate. Gingerols, shogaol, and paradols are this plant's main constituents which work to promote health and alleviate many ailments, even slowing the aging process in cells.

GREECE

GARLIC – This is a truly a wonderful herb with strong healing powers. It can kill microbes (bacteria, fungus, viruses), lower blood pressure and cholesterol, thin the blood to prevent blood clots, and even prevent cancer. What makes it so powerful is its high content of sulfur compounds, which are responsible for its flavour, odour, and medicinal benefits. Another important component is allicin, which is what makes garlic such a terrific natural antibiotic that can kill or inhibit the growth of microorganisms including salmonella, E. coli, Staph aureus, and H. pylori, to name a few.

OLIVES – Olives and olive oil are staples in the diets of those who populate countries surrounding the Mediterranean Sea. These people tend to have a lower incidence of cardiovascular disease and cancer and enjoy increased longevity and life expectancy. Olives are high in oleic acid (a monounsaturated fatty acid) and phenols, both beneficial for normalizing cholesterol levels.

Olive oil contains the highest amount of squalene (a plant-based fat) compared to other seasoning oils, and is the compound linked to chemoprotection and lower incidence of cancers seen in those who consume a Mediterranean diet. Olive oil's components are anti-inflammatory and play a role in decreasing the inflammation involved in bone resorption in postmenopausal women, decreasing the risk of osteoporosis.

CALIFORNIA

AVOCADOS – Consumers of avocados get significantly more vitamin K, E, potassium, and magnesium than those who skip this fruit. Avocados are also high in the B vitamins, choline, phytosterols, and healthy fats, which



support a wide range of health benefits. The daily consumption of avocados has been shown to help keep cholesterol levels and body weight healthy. Avocados contain good levels of both vitamin C and E, as well as xanthophylls (a class of carotenoids), all acting as antioxidants to protect against DNA damage. Not only are avocados great at supporting longevity internally, but they also inhibit the aging of skin due to their highly bioavailable lutein and zeaxanthin levels that protect against UV damage.

SPIRULINA – Spirulina is a microalgae rich in carotenoids and antioxidant compounds, and has been reported to decrease oxidative stress and reduce cholesterol levels. The exact compound in spirulina responsible for lowering cholesterol levels is still unknown but is suspected to be phycocyanin, a protein. Phycocyanin is also important for cancer prevention, along with beta-carotenoids, which potentially help protect against cancer due to their antioxidant action and immune modulation characteristics. Spirulina is low in calories but high in nutrients, iodine, folate, and magnesium.

Would you like to explore and understand more about embracing the amazing foods and lifestyle practices that have been proven to reduce painful inflammation? Consider joining the anti-inflammatory support group called Thrive Hive at www.thrivewithjulie.com, a health and wellness support group that combines science-backed health solutions with inspiring and effective motivational techniques to help you reach your wellness goals.



Julie Daniluk is a highly sought-after anti-inflammatory expert, speaker and award-winning author of 4 bestselling books. Her passion is to speak in venues where she blends her skills and experience in fun and positive ways to provide breakthrough results with her audiences. Be sure to check out her Thrive Hive online community at JulieDaniluk.com and follow her on Facebook, Twitter, Instagram, and YouTube.

Julie is a keynote speaker at the 5th Annual Global Workplace Wellness Summit September 28-29, 2022.

Follow Julie Daniluk on social media at:
facebook.com/juliedaniluknutrition
twitter.com/JulieDaniluk
instagram.com/juliedaniluk
youtube.com/c/JulieDanilukRHN





WELLNESS COMPETENCY COACHING FOR EMPLOYEES

Coaching support for employees to improve skills and competencies to work well in remote and hybrid work environment

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

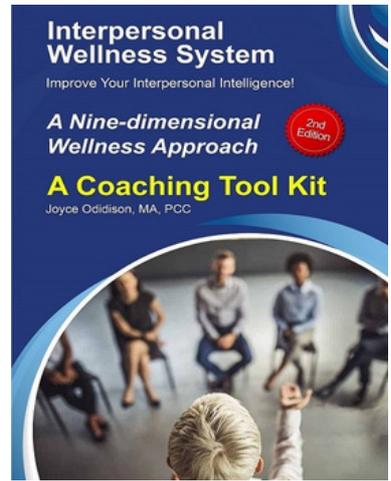
Employees can access coaching support to develop the skills and competencies necessary to collaborate, communicate, and improve productivity in hybrid settings.

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



Join Today

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**SEPT
2022**



RESILIENCE & INTERPERSONAL WELLNESS

**WELLNESS COMPETENCY BEHAVIOUR
ALIGNMENT**



RESILIENCE AS A WELLNESS COMPETENCY

I have often been asked how one can develop resilience. We can become more resilient as we learn to face the changes and challenges of life.

We often hear that the only constant in life is change but few of us take time to develop the mental strength to face those changes and challenges and often when things happen, we feel like we can't go on.

This is not an uncommon feeling as an initial reaction to pain or uncertainty. Resilience as a wellness competency allows you to dig deep to find the mental strength to face another day, another break-up, to love again, to smile or live on after a profound loss.

Developing resilience as a wellness competency starts with realizing that part of life is enduring painful moments. These are the moments that make us stronger and more resilient.

They give us great confidence in ourselves and our ability to make changes, take risks and to go on after all is lost or we have fallen flat on our face.

You can develop resilience by noticing what others are doing around you and by listening to other people's stories and how they overcome loss or have dealt with painful moments in their lives.

As we face these challenges and bounce back, we develop our resilience muscles and become stronger and more equipped to deal with the next challenge resiliently.

In the month of September, we are working on the working well challenge that has brought to light some coping skills that we can use to become more resilient. Those enrolled in the wellness competency behaviour coaching program have been learning to develop the action steps that demonstrate growth and development resilient as a wellness competency.

Our coaching and teaching focused on the following areas for improvement:

- Relationship with self and others
- Journaling
- Consideration
- Conflict management
- Anger management

If you, a co-worker or employee require support in this area, please contact us to learn about enrolling in the competency coaching sessions.

<https://interpersonalwellness.com/what-you-should-know-about-the-wellness-competency-mindset-teaching/>

THE QUIET FIRING & QUIET QUITTING EPISODES REFLECT A NEED FOR INCLUSIVE WELLNESS IN THE WORKPLACE

Have you been quietly fired and had to pick yourself up and go on?

It may seem that we just started the conversation on quiet quitting and now we are talking about quiet firing.

These are workplace wellness issues that show a lack of inclusive wellness strategies. These episodes detract from employees' ability to be vibrant, engaged and fully plugged in at work, so they have some energy left for their lives outside of work. They deplete workplace happiness and contribute to mental illnesses like depression and anxiety.

These scenarios have been occurring for a long time without too much fanfare. It was the way to do things without causing a fuss. No one ever thought to give them these pretty labels or discuss them openly before the



pandemic, which has forced us to take a second look at working conditions and the reality of what we have been putting up with at work to earn a living.

While quiet quitting is trending on social media as a way employees who are burning out and stepping back from extra duties to preserve their mental and physical health, quiet firing is a way leaders are choosing to stop investing energy, time, or attention in employees they feel are poor investments, in hopes the employees will feel uncomfortable and quit of their own recourse.

Let me share a conversation I had with “Maria”, a leader who was complaining about having “Joey” on her team.





Maria gives her best and expects her employees to do the same while on the clock. She told me Joey is “not cut out to be in her department”. He deflects his work unto others, avoids writing reports or finishing tasks, and lacks the skills to do his job properly. Joey demonstrates a lack of information about the files and cases his team is working on. Because he doesn’t have the skills necessary to do his own job, he is unable to mentor or coach his team members to improve their skills.

According to Maria, Joey’s job requires analytical thinking and Joey is not an analytical thinker. Joey was trained by a previous leader who never challenged him to do his best, so for the past few years Joey was able to get away with coasting. Now that he has a new leader, Joey has launched a complaint that his new boss Maria is “being aggressive, difficult to work with, not a people person and out to get him”.

When asked for examples, Joey claimed that Maria sends tasks back to him for small errors, she takes him to task to do menial things that are not important, and that Maria has favourite employees, and he doesn’t think she likes him.

In discussing the issue with Maria, I learned that Joey is not prepared at meetings, misses important deadlines, often sends information out without checking for accuracy, and he lacks the basic critical thinking skills necessary to make good decisions in his job, which is a requirement of his role.

Joey’s team members have also complained to Maria that they do not want to work with him anymore, and that they’ll be seeking employment elsewhere if Joey is allowed to continue to play a leading role in their department.

Because Joey is a full-time employee, Maria can’t fire him even though it seems he doesn’t know or do his job. Maria has decided to quit investing time in Joey and instead invest in the other employees in the hopes of retaining the rest of the team.

By choosing to focus her energy on helping the other employees feel valuable, happy, and engaged to maintain a functional team, she is quietly firing Joey. She has explained to those employees who have complained about Joey that she is documenting the information and sharing it with human resources. Unfortunately, it will likely be a three-to-five-year battle to let him go. The alternative is to help him see that he is no longer a valuable member of their team.

When I asked Maria how long this has been going on, she said it was an ongoing issue as Joey came from another department – and when she reached out to his former leader, he

told her that Joey leaving his department was the single most joyful day he could remember at work for years.

In the new world of work, organizations must change these practices to ensure leaders and employees get the tools they need to work well.

The antiquated policies and procedures that crippled the workplace for decades are being questioned by this generation of workers, and will continue in the future of work.

Unfortunately, in my career as a Conflict Analyst, Professional Development Coach and Trainer, I have seen similar situations left unaddressed for years, resulting in great employees leaving the workforce.

The negative aspect of quiet firing that has been getting attention is when it happens for people of diverse groups. I once had a visually impaired client who suffered great pains from a new boss who thought she had no business being in that department.

Quiet firing should not be used as an exclusionary tactic against those from diverse or vulnerable groups, even though they may be high performers – something I have seen come across my desk.

Meet Jane, a high-achieving employee of a diverse background with record sales across the region. Jane contacted me in tears, saying she was being mistreated at work. She was passed over for promotions several times in preference for someone whose performance was less than 50 per cent of hers. When she asked about a promotion, she was told to be happy that she has a job. Eventually, the workplace became intolerable, so she left – in effect, she was quietly fired. Though this situation occurred before the pandemic, it is still happening today.

Quiet quitting and quiet firing are tactics employees use when they feel they have no other way – either because of biases, discrimination, or just exhaustion from dealing with a toxic work environment.

The truth is a toxic work environment will make you sick. There is no other way to say it. Whether it is quiet quitting because one feels the need to protect themselves from the onslaught of work, quiet firing because leaders are held hostage by under-performing employees that are bringing down the morale of their team, or employees who are singled out and excluded because of their heritage, orientation or other qualities – the workplace needs to be a safe place for everyone.

At the Global Workplace Wellness Summit, September 28-29 in Winnipeg, we will be discussing coping strategies to address these issues and much more in the future of work. We will also be running the Coaching at Work coach training certificate starting October 3, which will provide more tools and strategies to address issues at work, instead of resorting to quiet quitting and quiet firing.

It is good to be having these conversations, as they put a spotlight on issues that have been swept under the rug for far too long.

To Your Wellness

Joyce

Forbes: 10 Signs Your Boss Is Guilty Of Quiet Firing, by Caroline Castrillon.

<https://www.forbes.com/sites/carolinecastrillon/2022/09/11/10-signs-your-boss-is-guilty-of-quiet-firing/?sh=14fa58104818>

Interpersonal Wellness Services Inc.: Quiet Quitting is a Workplace Wellness Issue.

<https://interpersonalwellness.com/quiet-quitting-is-a-workplace-wellness-issue/>

Coaching at Work coach training certificate:

<https://coachvelocity.com/wellness-competency-mindset-coaching-advanced/>



The Face Behind Interpersonal Wellness Services Inc.

WHO IS JOYCE ODIDISON?

Joyce Odidison is the face behind Interpersonal Wellness Services Inc. and the Faces of Workplace Wellness magazine, but behind her is a story our readers deserve to hear.

Joyce Odidison is the President of Interpersonal Wellness Services Inc. (IWS Inc.), which she founded 25 years ago. Joyce is a thought leader and the world's foremost expert on Interpersonal Wellness Competency Mindset Teaching™. She is a Conflict Analyst, certified coach, and certified training and development professional. She is an author of six books, a speaker, corporate trainer, and founder of the Global Workplace Wellness Summit and the What's Happening at Work podcast. Joyce also hosts a LinkedIn Live show called Office Hours and is a frequent TV guest expert who has been featured in print and online magazines around the world.

Here is the rest of the story, in Joyce's own words...

"I was the third of four children raised by a single mother on the small Caribbean Island known as Commonwealth of Dominica, the nature island of the West Indies. I was known as the sickly child in our family. While my siblings rarely got sick, I caught every flu, cold, sore throat, and other seasonal ailment, which would result in me being hospitalized almost yearly.

We later learned that I was born with only one fully functioning kidney. One of my kidneys was slowly leaking toxins into my

my body, which put a lot of stress and strain on my immune system. Despite this, I was a happy, adventurous, precocious, and vocal child, who loved reading and learning.

Growing up in a poor family meant we had to help with the chores, and there were many times we couldn't afford more than the basics. We raised chicken and cattle for meat, eating the food we grew. As children we helped our mom on the farm, collecting coconut and tending sweet potatoes or bananas, which was often our breakfast on school days.

I always dreamt of getting a post-secondary education to build a better life for myself and my family. There were no universities on the island at that time, and my dream of higher education came through an invitation from my aunt to come to Canada.

I immigrated to Canada at age 19 with just a little duffle bag, as that was all my parents could afford to help me acquire. I still remember my trip from the Winnipeg airport to my new home where I was to live with my aunt. The terrain looked extremely flat compared to the hilly mountainous landscape of Dominica, where you were always either going up or down a hill.

Three or four years later, I was finally able to start university. At age 21, I underwent a left nephrectomy to remove the birth-defected kidney. By age 27 I had already undergone 6 surgeries. The battle of inflammation and digestive issues from years of undiagnosed allergies had done some damage to my gut, but one thing stayed constant: I remained a firm believer in learning and development.

I was excited to pursue my education. I enrolled at the University of Winnipeg, where I eventually met my husband Misan. We got married and I later graduated with a bachelor's degree in Sociology and Conflict Resolution.

After raising my family, my daughter and my son were both in school full-time, and I was working in an office job with no promise or prospects for advancement. My boss had already told me that I would need to move on to advance my career. I may have been too scared to quit, but I was later let go from that job, which was the perfect opportunity for me to think about what to do for a career.

I started volunteering to learn the skills I needed, talking to people, reading and soaking up all the information that I could acquire (there was no Amazon bookseller back then).



I remember feeling I should start my own business, and I surprised myself and my husband one evening by announcing that I was going to do just that. He was a supportive partner, and we discussed what I wanted to do and how I imagined I could go about it. I was inspired by memories of my grandmother, who was a consummate entrepreneur – she was the village seamstress and a midwife from as far back as I could remember. This propelled me to begin my own journey of entrepreneurship.

I was able to convince some organizations to offer me volunteer opportunities, and later paid work, but I really found my niche in divorce mediation until it became too disappointing to see the hurt and frustrations couples caused each other. My work in this area led to my first book: *The Pre-mediation Model*, which is still being sold today. This made me hungry to do more, and I switched my focus to corporate training development and conflict management.

In 2003, I graduated with a Master's degree in Conflict Analysis and Management. This gave me the foundation to build my career as a Conflict Analyst, helping organizations navigate systemic and interpersonal conflicts to create resilient relational well-being workplaces. It was through this work that I started looking at the intersection between interpersonal relations and well-being.

I later attained my coach training certification as well as the Master Certified Coach Accreditation, the highest level offered by the International Coaching Federation (ICF).

My work has been very fulfilling, engaging,

and surprising. In 2010 when I rebranded my consulting practice to Interpersonal Wellness Services Inc., many of my clients stopped calling me. When I reached out, they asked, "What is this wellness thing? We don't understand." This presented many opportunities to share about the intersection between interpersonal interactions and psychological safety and well-being at work.

I use my signature model, the Wellness Improvement System® (WIS®) Method, to teach wellness competency teaching and training in organizations. I love interacting with leaders and their employees and being able to let leaders know how employees are experiencing their decisions and how they can modify a message to reduce conflict and challenges, especially in periods of change and transition.

I think my experience plays a part in the kinds of programs



services we offer to our clients. I believe that anyone can excel given the right coaching support, and this is why I created Coach Velocity School of coaching as the coach training arm of Interpersonal Wellness Services Inc.

Our coach training, focuses on developing relational leaders and providing training, wellness and life coach certification to professionals. We provide an inclusive wellness framework for consulting, conflict management and transformation.

We also run the Global Workplace Wellness Summit to share the comprehensive and inclusive wellness competency teaching, and we offer the certificate that explores the interpersonal aspect of Diversity, Equity, Inclusion and Well-being (DEIW).

I recently published my sixth book, "WIS Method: The Wellness Competency Mindset Coaching Framework" and launched Faces of Workplace Wellness magazine. I am extremely happy to be hosting our 5th annual Summit this year.

I am ever grateful to my team, family and friends who are supporting this effort, and especially to my clients and attendees.

What is the Global Workplace Wellness Summit?

The Global Workplace Summit (#GWWS) is the signature event held by IWS Inc. that brings together experts and practitioners in the field of workplace health and wellness, and performance to share best practices to improve wellness at work in the Western world and developing countries. I created the Summit because I felt there was a void in the market to focus on inclusive

wellness issues in workplaces on a global level. 2022 is the 5th year we are hosting this Summit.

What is Interpersonal Wellness Services Inc.?

Interpersonal Wellness Services Inc. is a female-led, black-owned organization based in Winnipeg, Manitoba, Canada. IWS is an organizational development training and coaching firm, known for introducing the most comprehensive wellness model on the market. The interpersonal Wellness Improvement System® (WIS® Method) has been used to serve clients globally. IWS works with organizations going through difficulties to enhance interpersonal communication and relational well-being. The firm has worked with private and public sectors, non-profits, and post-secondary institutions to rebuild smarter resilient workplaces with a whole-person, well-being focus. Contact us at www.interpersonalwellness.com





COACHING & MENTAL HEALTH IN THE NEW WORLD OF WORK



Is there a place for coaching as a support for mental health?

As we embark on the 5th Annual Global Workplace Wellness Summit, many conversations will be held around the topic of mental health recovery. I believe the use of coaching to promote mental health deserves to be a part of this discourse.



I have been a coach for many years and a coach trainer for over 15 years. Every year, our students face the same dilemma:

“Can I work with clients who have a mental health disease?”

The answer is yes. When the mental health disease is manageable and the client is functional, a coach can be instrumental in helping to develop mental resilience. In the workplace, mental resilience will support employees in sustaining their mental health, resulting in fewer absences and downtime due to relapse.

How can coaching build mental resilience?

Mental resilience is something that can be learned by working with a coach who can help you develop coping strategies, a positive mindset and different tools for responding to challenges. A coach will also be available and provide a support system to help in overcoming those stressors.

A 2020 Netherlands study on the impact of COVID-19 on mental health showed that people with no prior diagnosis of depressive, anxiety or obsessive-compulsive disorders displayed a greater increase in symptoms during the pandemic. The study cited an increase in anxiety, worry, and loneliness as the key indicators.

Successful organizations must ensure that mental wellness support is available to help employees cope with the added stress of work and life. Having access to coaching and support to build mental resilience will become a have-to measure in the workplace as companies rebuild their workforces in the wake of the pandemic.



Attitudes towards mental disease need to change

The time has come to once and for all stop treating mental health as an incurable infectious disease. It must no longer be viewed as a condition for which the sufferer has to be locked away for their own good or for the good of others. Mental illness is a treatable disease.

This attitude has deep historical roots that are hard to break, even today when 1 in 5 of us is likely to suffer a mental health episode.

Mental health, as I say to my students, is like having a sprained ankle that can be easily hurt and may take a while to fully heal. The only difference is that we can see an ankle and we cannot see our brains.

Even in today's world where brain imaging is common, we still cannot predict how the brain will heal – but we can use the sprained ankle metaphor to gain a better understanding.

In the summer of 2019, I twisted my ankle in the back parking lot of my office building. I was taking out the garbage and didn't notice a small pebble on the ground. It happened so quickly I couldn't believe such a small ankle could hurt so much. The pain was so intense, I had to visit the hospital emergency room to have it assessed. I was given crutches and told to rest my foot for two weeks.

Surprisingly, as I informed friends and family about my condition, I was told that sprained ankles do not heal; they continue to hurt and can even reoccur.

I didn't want to believe them, so I secured some ankle braces, resigned to the crutches and sought physiotherapy. A few months later, my ankle pain was gone and needed no further supports. I thought it was good to go... until I reinjured my ankle a year later.

It now seems as if my ankle has decided to flare up every year. The recurring ankle pain has impacted my lifestyle choices. I have had to change all my shoes and cultivate a new way of walking and running. I have been forced to adopt an entirely new routine of stretching and strengthening exercises to maintain and strengthen my ankle. If I fail to maintain my routine, I am promptly reminded with severe pain in my ankle.

As I consider the incident, I ponder how life would be if the injury had been to my brain instead of my ankle. What changes would I have to make to prevent a flare-up? What new habits, practices, and routines would I need to develop?

Coaching as a tool for healing mental disease

Millions of people every day engage with a coach to get support in developing new habits and creating new routines that are easy, manageable, less overwhelming and increase accountability to staying consistent.

Since coaching is such a masterful process for habit change and formation, could it then play a part in healing the 'sprain' in my brain?

While coaching is certainly not a cure for mental health disease, it is a successful process for creating new lifestyle routines and accountability partnerships, which allow people with mental health disease to live their best life going forward.

People who have worked with mental health practitioners to get stabilized need support and encouragement to adopt new lifestyle routines. When this support is lacking, episodes and relapses are much more likely as they 'fall out of practice'.

Having access to a coach to encourage and explore ideas, brainstorm and design new structures which relieve the added stress of the new diagnosis will help maintain longer episodes without a mental health crisis.

The lifestyle changes necessary to live well with mental health diagnosis are many. Reducing stress, overwhelm, turmoil and worry are all key factors in staying mentally well. Eating healthy, maintaining a healthy lifestyle, and limiting stressful encounters and relationships are the goal, and sometimes the most difficult part, of this journey.



The coaching relationship serves as a place for the client to examine their thinking, gain clarity and focus on the areas of their lives where they need to improve. These wellness coaching conversations are extremely important for the client seeking help to maintain mental health.

Coaching at work

On October 3, 2022, the Coaching at Work training program will take professionals through a journey to examine ways coaching can help to support good mental health at work. The program will help professionals explore how they can support employees and peers with coaching questions and conversations to help alleviate stress and worry. They will learn how coaching at work can reduce fears and anxiety levels so employees can focus and get work done with fewer distractions and less stress. It will provide them with the skills they need to use coaching at work as part of their workplace wellness strategy, to support employees in a fast-paced, changing and dynamic workplace of the future.



Becoming a mental health coach

At Coach Velocity School of Coaching, we have developed a course specifically for that purpose. The “Coaching and Mental Health” course is designed to give coaches and leaders the tools they need to support their clients and employees in maintaining their mental health.

Since mental health disease is now one that we all encounter in our work or life, it is essential to prepare our coaches to assess for mental health episodes. They need to feel comfortable referring clients to mental health experts and know how to respond to new clients’ requests for coaching. We teach how to understand the client in the process, when to stay in coaching and when not to coach.

In developing a high level of comfort and acceptance around the topic of mental health, our students learn to understand their role in supporting their clients to restructure their lives around their illness.

Like my ankle sprain, mental health needs to be seen as just another injury one can develop, and there needs to be less fear and discomfort around the disease. Coaching is a process for opening minds to new ideas and it can be used to help create more inclusiveness and understanding for people with mental health disease by opening another avenue for support where they feel less like patients and more like productive individuals who need support to restructure their lives to manage a diagnosis.

To learn more about the Coaching and Mental Health course being offered at Coach Velocity School of Coaching, visit coachvelocity.com.

Joyce Odidison is a Conflict Analyst, Speaker, Author, and Thought leader on Interpersonal Wellness Competencies. As President & CEO of Interpersonal Wellness Services Inc. for over 25 years, Joyce works with organizations seeking innovative ways to reduce interpersonal stresses, create workplace wellness cultures, and accelerate high performance at work, and she hosts the annual Global Workplace Wellness Summit and What's Happening at Work podcast. Joyce is a Master Certified Coach, Workplace wellness expert, and Training Director of Coach Velocity School of Coaching, and has authored six books.

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Coach Velocity School of Coaching: Coaching at Work certificate. <https://coachvelocity.com/wellness-competency-mindset-coaching-advanced/>

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<https://coachvelocity.com/>



**To your wellness,
Joyce Odidison, MA. MCC. CTD.P.**



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