

Trainings for Employees & Managers

Promotional materials for training sessions are provided.

Coping with Grief and Loss

1. Review the physical, mental, and emotional factors related to grief and loss.
2. Survey the best practices of healthcare professionals.
3. Learn the best ways to cope, boost your resilience, and...
4. Learn about local resources.

Presented by:
Tim Lowry, LMFT

September 28th
2:00 - 3:00p.m. | 11:00p.m. - 12:00
Training Room

Fixing Our Broken Sleep

In this lunch and learn presentation attendees will learn techniques for overcoming common sleep problems:

- trouble falling asleep
- difficulty staying asleep
- excessive thinking
- waking too early
- Sunday night insomnia
- chronic insomnia
- shift-work difficulties and
- daytime sleepiness

This hands-on presentation has helped many people to begin getting better sleep almost immediately.

Guided relaxation exercises teach techniques for initiating sleep and returning to sleep.

Presented by:
Rick Clerici, CompEAP Senior Sleep Consultant

Family Caregiver Support Group

Drop in on the first Tuesday of the month Starting February 6th from 12-1 Alliance Conference Room

If you have taken on any responsibility in caring for a loved one, it might help to know that you are not alone. Millions of Americans are providing at least some level of care for family members, and the numbers continue to increase. Whether you are providing care for an elderly relative, spouse, child or other family member, you are probably trying to balance this care with your own needs, the needs of your family and work.

Waters has partnered with CompEAP, our Employee Assistance Program, to provide an on-site support group to employees who are managing this balance. Laura Jacobson, LICSW, CEAP, will be running a confidential group to anyone interested in sharing their experiences and gathering ideas and resources from one another.

If you have any questions, please feel free to reach out directly to Laura Jacobson, LICSW, CEAP Senior EAP Consultant at lajacobson@compeap.com or on her direct line, 774-463-3452.

CompEAP

These interactive trainings are geared toward assisting employees and supervisors with a variety of work and daily life issues.

Trainings For All Employees

- What Can Your EAP do for You? An Introduction to CompEAP
- Caring for Elders: You are Not Alone
- Small Change, Big Gain: Goal Setting and Habit Change with a Lasting Impact
- Burnout, Self-Care and Resilience: Bouncing Back from Life's Challenges
- Essential Skills for Effective Interpersonal Communication
- Coping with Grief and Loss
- Our Emotional Relationship with Money
- Fixing Our Broken Sleep
- Authentic Happiness: An Introduction to Positive Psychology
- Mental Health In The Workplace

For Managers/Supervisors

- Creating a Harassment Free and Respectful Workplace
- Getting the Most Out of Your EAP: How to Make Referrals
- Emotional Intelligence for Managers
- Managing Professional Boundaries and Preventing Burnout
- Responding to Difficult Interactions at Work
- Managing the Impaired Employee: A Guide for Managers and Supervisors
- Motivational Interviewing for Leaders
- Managing Change: A Discussion for Everyone
- Workplace Culture and Team Cohesiveness

Call 800. 344.1011 to learn how these training sessions can help your employees or email training@compeap.com

Trainings For All Employees

What Can Your EAP do for You? An Introduction to CompEAP

Comprehensive EAP has partnered with your organization to provide assistance to you and your family members 24/7. We are here to support you in all areas of your life and can offer in the moment support as well as referrals to resources in your community. This training/orientation will educate you about all the services that CompEAP offers. It provides detailed descriptions of what the services entail, how to initiate services and our confidentiality policy. We will allow ample time for a Q and A.

Caring for Elders: You are Not Alone

Are you caring for an elderly parent and feel isolated and trapped in this role? You are not alone. An estimated 10 million adult children over the age of 50 now care for an aging parent. This is the very same population that is also raising their own children. With rapid advances in medicine, people are living longer and are relying on family, usually their own children, for day to day and ongoing care and supervision. This workshop will focus on the emotional and physical toll that this can take on you, as well as offering practical information and resources as you take on this important job.

Small Change, Big Gain: Goal Setting and Habit Change with a Lasting Impact.

Based on the works of the works of “habit experts” such as James Clear, Charles Duhigg and BJ Fogg, this training will discuss effective, pragmatic ways to create goals, foster positive habits and slowly eliminate those that are having a negative effect on you. Making even the smallest of goals and changes in habit has been shown to be effective in producing outcomes that lead to a greater sense of self and well-being.

Burnout, Self-Care and Resilience: Bouncing Back from Life’s Challenges

Stress costs nations around the world billions of dollars in healthcare costs, having a significant impact on employee productivity, physical health and overall wellbeing. During this program, participants will learn about the different domains of Self-Care, including Physical, Cognitive, Emotional, Social, Financial and Environmental and how these domains are impacted by stress, ultimately leading to burnout if not addressed. Throughout this training, participants will examine how stress, vicarious trauma and burnout come to affect all of us, what self-care really means and identify effective, and practical, coping strategies.

Essential Skills for Effective Interpersonal Communication

How we communicate with each other at work has the enormous power to either enhance our effectiveness and connections with one another, or can impede success and create underlying frustration. We all communicate daily through our words and gestures, and gaining insight into how you present yourself to others can be invaluable. This training encourages you to take an inventory of your own communication styles while learning techniques such as how to disagree effectively and respectfully, be a better listener, and how to best eliminate confusion when communicating with co-workers. We will focus on exploring styles of communication and recognizing your own style in an effort to facilitate enhanced communication.

Coping with Grief and Loss

Loss is a natural part of our life cycle. We all know this but it does not make the experience any less painful when we have lost someone (or some pet) whom we love. In this training, you will learn about the physical, mental and emotional factors related to grief and loss. We will discuss the phases of grief and will learn best practices for self care. In addition, we will discuss how you can boost resilience and identify supports.

Our Emotional Relationship with Money

Money is a significant stressor for many people and can cause physical and emotional distress as well as relationship discord. Join CompEAP to define what financial health means to you, discuss data linking financial wellness and health, and how to navigate the impact of finances on your overall wellbeing. Participants will benefit from this workshop by learning how to cope with financial stress, regardless of financial status.

Fixing Our Broken Sleep

Sixty percent of Americans report struggling with their sleep nearly every night. Insufficient sleep is being identified as a condition that has reached epidemic levels. This workshop explores the deep connections between sleep and many aspects of physical, emotional and cognitive health. We will discuss the far reaching effects of insufficient sleep, and identify some common habits and attitudes that sabotage quality sleep. The presentation emphasizes the attainability of good quality sleep for adults and children and some of the simple habit changes that work. Better sleep creates better health and a better life.

Authentic Happiness: An Introduction to Positive Psychology

Based off Martin Seligman’s pioneering work on Authentic Happiness, this training will give participants an overview of the foundations of Positive Psychology while helping them ascertain their most positive strengths that will help them excel in multiple areas of their life. While traditional teachings on psychology have tended to focus on mental illness and negative thinking, positive psychology emphasizes happiness and wellbeing and maintains that this can be achieved by identifying and nurturing traits such as kindness, originality, humor, and optimism.

Mental Health In The Workplace

Over the last decade, the discussion of mental health has become more prevalent around the world and conversation continues to increase as we face difficulties such as COVID, social injustices, and more, in addition to individual struggles. Although we have made great improvement in bringing awareness to mental health, it is still a difficult and nuanced topic in the workplace. In this training, we will discuss the data, the warning signs, strategies and resources for mental health in the workplace. There will be opportunity at the end of the workshop for questions and further discussion.



For Managers/Supervisors

Creating a Harassment Free and Respectful Workplace

It is critically important for organizations to be certain that their employees fully understand the definition, nuances, and risks of harassment in the workplace. As managers and leaders in the organization, it is important to understand the laws around discrimination and harassment as well as the role you have establishing change and creating a healthy, respectful workplace. This program will include vignettes and role plays to help managers get comfortable in addressing difficult situations in the moment.

Getting the Most Out of Your EAP: How to Make Referrals

Managers and supervisors are on the “front line” when it comes to managing work and employee performance. There will certainly be times when an individual’s performance is not up to company standards and/or you may be aware that personal issues are impacting your supervisee on the job. Comprehensive EAP is here to work collaboratively with you to ensure that you, as well as the employee, get the support and guidance that you need. This workshop will help managers and supervisors learn what the EAP can do to assist employees and family members manage difficult problems, as well as how managers and supervisors can collaboratively make both formal and informal referrals to the EAP.

Emotional Intelligence for Managers

Emotional Intelligence is a hot topic in today’s business world and is a good indicator of employee success. This training will help managers and supervisors learn about the current research and managing principles of Emotional Intelligence and understand the value of this strength. Participants will look at examples of this in practice, and you will explore ways to increase your own Emotional Intelligence with a particular focus on thriving at work.

Responding to Difficult Interactions at Work

Have you ever found yourself in a position at work where you are at odds with a co-worker or customer? Have you ever wondered what you could do proactively and in the moment to de-escalate the situation? This exercise-based workshop focuses on exploring how you can anticipate conflict and how you can respond to these difficult interactions. We will focus on helping you identify the type of personality and/or situation which poses the greatest difficulty to you, understand your reactions, explore relationship dynamics, enhance communication skills and develop a strategy for responding to these difficult interactions.

Managing Professional Boundaries and Preventing Burnout

As members of the workforce, we all want to do our best and feel satisfied in the work that we do. At times, however, work can feel repetitive and overwhelming which may result in employee burnout with diminished motivation and morale. This can become an expensive issue for companies and can disrupt productivity. This workshop offers information about the causes of these issues and ideas about how to prevent burnout and improve morale. Managers are also provided with an opportunity to share their experiences and strategies for maintaining optimal employee engagement.



Managing the Impaired Employee: A Guide for Managers and Supervisors

We live in a society where substance abuse is prevalent and can greatly impact the workplace. As managers and supervisors on the “front line” you may suspect that an employee is either under the influence, or has been using substances, while on the job. This training will help strengthen supervisors’ abilities to recognize and respond to possible employee drug and alcohol impairment in the workplace. It will review the best practices for requiring testing of employees for “Reasonable Suspicion” of drug and/or alcohol use. You will be better prepared to manage safety, liability, health and productivity risks associated with employee drug or alcohol impairment.

Motivational Interviewing for Leaders

Motivating employees to change and perform better is a valued skill for those in leadership positions. While there are many ways leaders can engage in developing their employees, Motivational Interviewing (MI) is a specific mindset that has been breaking into the business world. By delving into the “spirit” and skills of MI, this training will give leaders the ability to unearth an employee’s intrinsic motivation in order to change behavior. During this interactive training, participants will have the chance to learn skills that can be applied immediately in their everyday roles.

Managing Change: A Discussion for Everyone

With constant advances in technology and immediate access to worldwide resources, change is becoming the norm. You may find that more demands are being placed on you individually and organizationally, and it is more important than ever to be able to respond quickly and effectively. This training will discuss the Seven Dynamic Factors of Change and how to build resilience in individual employees and the company. Additionally, you will partake in exercises so you can develop a deeper understanding of the topic and to implement new strategies in all areas of your lives.

Workplace Culture and Team Cohesiveness

In this training, participants will learn about the multitude of factors that help define workplace culture. In addition, participants will explore Patrick Lencioni’s, an internationally recognized business consultant, “Five Behaviors of a Cohesive Team”. The role of communication in the workplace will be reviewed as well as the “Seven C’s of Effective Communication”.

In addition to the training topics detailed in this catalogue, Comprehensive EAP offers many other programs for employees and managers in the areas of productivity, communication, change, health, safety and stress. We will also work with your team to develop an entirely customized program that meets the specific requirements of your organization's culture, priorities and schedule. Most importantly, our EAP consultants are positioned to offer individualized and ongoing support and guidance for employees and managers after the completion of training.



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