

2024 Employee Assistance Program

EAP WELLNESS SEMINARS AND
MANAGEMENT TRAININGS CATALOG



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INTRODUCTION

Real Support for Real Life

Wellness seminars and management trainings are more than an important part of your Employee Assistance Program (EAP) benefit. They're an opportunity to **elevate the well-being of your workforce.**

Your EAP offers access to a broad range of seminars to help employees and managers reduce stress, stay healthy and perform at their best – which helps your organization perform at its best, too.

The EAP wellness seminar and management training catalog has over 175 topics to help your workforce grow stronger and more resilient. These seminars have been researched and developed by subject-matter experts. Our seminar presenters are licensed clinicians and/or professional speakers with extensive experience in the field of employee assistance and counseling.

Wellness seminars are generally an hour in length and management seminars are one to two hours. Most presentations include a combination of lecture, discussion, experiential exercises and handouts.

Your Employer Service Coordinator team can help you explore all of the offerings to find the right fit. They can identify an individual seminar or suggest topics to create a multi-seminar series.



Planning a Seminar

+ How do I make a request?

To request a seminar for your employees, please contact your **Employer Service Coordinator team** at **888.736.1377** or eshcomments@evernorth.com.

+ What is the cost?

Your company has purchased a bank of Employer Service Hours (ESH) that may be used for on-site services, including wellness seminars. The number of ESH deducted is dependent on the length and type of the seminar selected. Please refer to your organization's policy governing the use of ESH, or contact your Employer Service Coordinator team for more information.

+ Can I host a webinar or virtual seminar?

Seminar topics are available to be presented in a webinar format. These are scheduled in the same manner as an in-person training. Your organization is responsible for all technology to support webinar delivery.

EAP seminar materials are copyrighted and cannot be recorded, modified, or reproduced.

+ What if I need to change or cancel a scheduled seminar?

If there is a need to cancel, change, or reschedule a seminar, please call the **Employer Service Coordinator team** at **888.736.1377** at least five business days in advance of the seminar date.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

EAP seminars are intended for domestic audiences only. They are not available for international audiences.



Pre-Seminar To-Do List

Plan ahead

Please give us at least 4 weeks notice (6-8 weeks notice for legal or financial seminars) to allow enough time to organize an effective seminar for your organization.

01 Review your organization's training needs when selecting a topic. Consider:

- + Offering orientations to the EAP to better understand the benefit
- + Mandatory training needs
- + Employee or manager skill development opportunities
- + Recurring issues or needs in the workforce (e.g., parenting or senior care needs, health or fitness information, diversity, stress management)

02 Contact the Employer Service Coordinator team to initiate a seminar request:

- + Review team schedules and calendar to determine preferred dates and times for a seminar. (Please note the time frames required for your selected topics in the seminar listing.)
- + Complete the Seminar Request Form and email to eshcomments@evernorth.com.
- + To consult on available topics that meet your training needs, contact the **Employer Service Coordinator team** directly at **888.736.1377** or eshcomments@evernorth.com.

03 Complete housekeeping and logistical tasks:

- + Book conference room for on-site seminars or create webinar link for webinar presentations.
- + Schedule equipment and tech support availability (site is responsible for providing any technical equipment, such as laptop or projector).
- + Send out a seminar announcement or webinar link to expected attendees using your internal promotional channels: Intranet, email, etc. Promotional communications will be provided by your Employer Service Coordinator team.

1-2 weeks prior

- + Make contact with the presenter to confirm date, time, directions, security procedures, room or webinar setup, and estimated number of participants. Discuss any special concerns you have about the seminar or audience.
- + Send reminder notice to expected attendees through identified communication channels.
- + Confirm equipment/tech support.
- + Alert security and/or front desk that presenter will be coming to the site.

Day of presentation

- + Work with presenter and/or tech support to ensure that equipment is functioning properly. For virtual presentations, log into webinar platform early to troubleshoot any technical issues.
- + Be available for any problems.
- + After the seminar, complete HR seminar evaluation form that was provided to you from your Employer Service Coordinator team. This feedback helps us improve the quality of future seminars.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

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What's New?

Your feedback is very important to us. So, each year we create a variety of new seminars for you to offer to your workforce. We also update our existing seminars with the latest content. To learn more about this new material, contact your Employer Service Coordinator team. **Available time frames are listed to the right of each topic.**

New seminars for employees

Adapting to a Return to the Workplace 60

When it comes to where we work, any change can be stressful. Gain strategies for coping with difficult emotions and practical concerns as you navigate this transition.

Caregiving 101 60

Caregiving comes in all shapes and sizes, but there are some key aspects that most scenarios have in common. Review strategies and basic best practices to manage this often challenging role more effectively.

Eat Well to Feel Well: Food and Your Mental Health 60

Science tells us that there is a direct relationship between what we eat and how we feel. Learn about the gut brain connection, nutrients for mental health and how to put a balanced, mood-boosting diet into practice.

Everyday Mindfulness 60

Developing a mindful perspective has the power to reduce your sense of stress and boost your spirit. We'll talk about simple, in-the-moment ways to weave it into everyday life.

Minding Your Mental Health 60

When investing in your health, don't forget mental health! Explore how self-care can help build emotional strength, stability, and vitality and how professional support can play a role.

The Power of Connection: Healthy Relationships 60

Research consistently shows that social connections are crucial to our well-being. Learn the ingredients of a meaningful connection, strategies for enriching existing relationships, and tips on making new ones!

New management trainings

Beating Burnout for Managers 60

Are you burned out at work? What about your team? Learn to spot the signs of burnout and explore proactive strategies to help you get ahead of it.

Supporting Employees During Stressful Current Events 60

Distressing current events can impact the workplace. Discuss how you can provide sensitive support and help your workforce reclaim balance.

Supporting Employees Through Change: Returning to the Workplace 60

Managing the transition to in-office or hybrid work arrangements can be challenging. Learn about common reactions to change and gain tools to help support your team and keep your balance.

Key: Available time frames 30 | 60 | 90 minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

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What's New?

New legal and financial seminars

#Adulting: Surviving to Thriving 60

Adulting can be overwhelming, but it doesn't have to be. We'll explore opportunities and decisions for managing your finances as an adult and provide some strategies for overcoming common obstacles.

Balancing Your Financial & Emotional Well-being 60

Stress is something we all experience. Financial and emotional strains are common. We'll walk through several financial challenges and offer tips on how to manage them. We'll also talk about how to work with resources and how professionals can help.

Smart Money Moves: Tips for Major Purchases 30 | 60

Big purchases take some special planning. We will discuss factors such as buying now versus later, saving versus financing, and buying versus leasing. We'll also explore credit and budget implications, as well as saving money in the long term.

Now available in Spanish

Coping and Resilience in Challenging Times 60

Know Your Numbers 60

Minding Your Mental Health 60

Key: Available time frames 30 | 60 | 90 minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

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Orientations

You want your employees to come to work focused, positive and ready to perform to their full potential. That's why the EAP delivers a broad range of services to support managers, and to help employees make the most of their physical, emotional and social health. Orientation seminars can help your managers and employees learn more about EAP and what it can do for them. **Available time frames are listed to the right of each topic.**

Manager Orientations

Manager's Guide to the EAP 30 | 60

Did you know that EAP spells support? You've probably heard that we offer an Employee Assistance Program (EAP) as a company benefit, but you may not be familiar with the wide range of services it provides. Join us to explore all the ways that your EAP can support you – as a manager and an employee.

Manager's Guide: Critical Incidents and the Workplace 60 | 90

A traumatic event at or in the area of your workplace can have a wide-reaching effect. Targeted support can help your workforce navigate the stress with greater resilience. Join us to gain tools, strategies, and resources that can help you be ready to respond in the immediate aftermath and beyond.

Manager's Guide: Making a Management Referral 60

You may have heard that the Employee Assistance Program can be a useful management tool. But how does it work? Come and find out what it can do for you! Discover how a management consult can help in your role as a manager. And learn the steps for referring an employee to the EAP.

Key: Available time frames **30** | **60** | **90** minutes.

Note that 30-minute seminars are charged a full Employer Service Hour (ESH) per request.

Employee Orientation

Employee Orientation to the EAP 30 | 60

Want to know more about your EAP and its benefits? Join us to find out how it can make life easier for you and your household members. The EAP can help with a wide range of work/life concerns – from life stressors to relationship issues to dealing with finances and much more, at no cost to you.

EAP Confide Behavioral Health Navigator

Note: These seminars are only available to companies that have purchased the Confide Behavioral Health Navigator.

Employee Orientation to Confide Behavioral Health Navigator 30 | 60

From personal challenges to workplace stressors, we can all use help finding our way. Join us to learn how Confide Enhanced EAP is here for you. We'll review the various quick, convenient ways to connect with support when you need it and the wide range of services available at no cost to you.

Manager's Guide to Confide Behavioral Health Navigator 30 | 60

Join us to discover how Confide Enhanced EAP can help you handle managerial challenges while maintaining your own well-being. We're here when you need us to consult on workplace issues and ready with support to make your job easier. And we're an easily accessed resource for life challenges too!

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

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Seminars for Employees

+ Empower your employees to perform at their best.

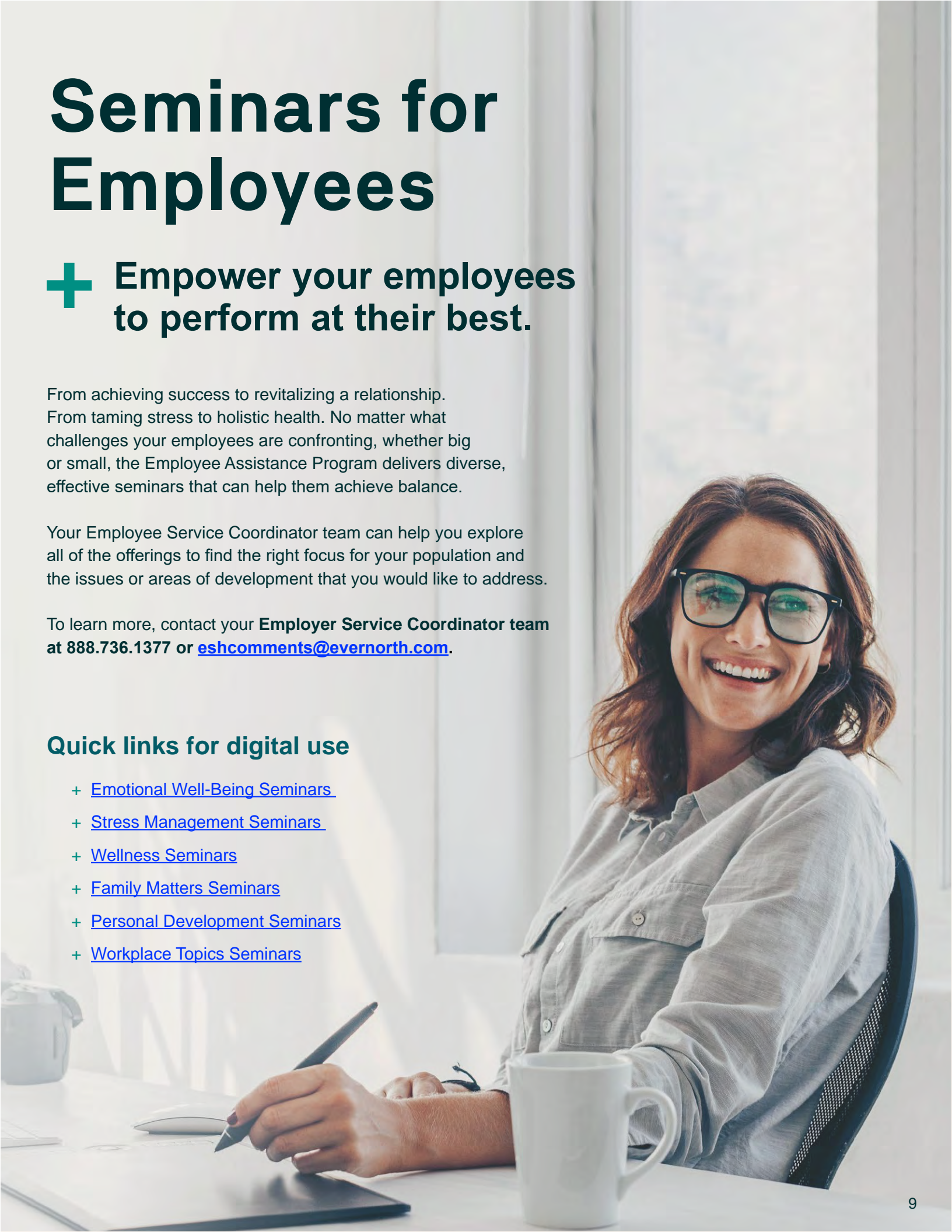
From achieving success to revitalizing a relationship. From taming stress to holistic health. No matter what challenges your employees are confronting, whether big or small, the Employee Assistance Program delivers diverse, effective seminars that can help them achieve balance.

Your Employee Service Coordinator team can help you explore all of the offerings to find the right focus for your population and the issues or areas of development that you would like to address.

To learn more, contact your **Employer Service Coordinator team** at **888.736.1377** or eshcomments@evernorth.com.

Quick links for digital use

- + [Emotional Well-Being Seminars](#)
- + [Stress Management Seminars](#)
- + [Wellness Seminars](#)
- + [Family Matters Seminars](#)
- + [Personal Development Seminars](#)
- + [Workplace Topics Seminars](#)



Emotional Well-Being



Anniversary of a Traumatic Event: Managing Distress 30

Traumatic events, such as a natural disaster, a terror attack, or a personally traumatic incident can leave a long-lasting imprint. Anniversaries can reawaken the difficult thoughts and emotions. This is normal, but can feel unsettling. We'll talk about how to manage the feelings, proactive moves that can help, and getting support when you need it.

Beating the "Blahs": Small Steps to Flourishing 30 | 60

Are you feeling aimless, flat, or bored with everyday life? It may be a case of "languishing." In this seminar, we'll uncover a path to a state of flourishing - a feeling of contentment, renewed drive, interest and engagement with life. We'll share strategies you can incorporate into your everyday routines in small, realistic steps.

Blueprint for Emotional Wellness 30 | 60

Trying to manage life's challenges and be our best selves can sometimes seem overwhelming. Join us to explore and develop the natural strengths that can help. You'll learn how to grow more self-aware and tap your inner wisdom. We'll talk about managing emotions and thoughts in a positive way and why a good support system is so important.

Change and Challenges: Navigating with Resilience 60

Building up your resilience "muscles" can help you deal more effectively with challenges, uncertainty, and change. Join us to learn what resilience is and how to identify it in yourself. Explore techniques and tactics that can help you to adapt and stay productive during stressful times.

Conquering the Winter Blues 30 | 60

For some, winter is invigorating, but for others, the cold, short days can be difficult. In this seminar, we'll look at what can lead to wintertime blues and Seasonal Affective Disorder (SAD). We'll discuss the difference between the two and share insights on how to handle each of them.

Conversations About End of Life 60

Many of us struggle when it comes to discussing thoughts, feelings, and wishes related to end of life. But not having these conversations can rob this last stage of precious quality. Join us to look at why we're uncomfortable and how to get past it. Learn what could be valuable to touch on and words that can help you get started.

Coping and Resilience in Challenging Times 30 | 60

When current events spin up to a crisis level, we can worry about the future and what might happen next, while trying to process what is happening now. Join us to talk about how our natural resilience can be nurtured and strengthened to cope. We'll discuss strategies for calming worries and share realistic ways to regain some balance.

Coping in the Aftermath of a Mass Shooting 30

A random act of violence can shatter our sense of safety. Even just hearing about it or seeing images can leave us struggling with feelings of sorrow, anger, fear, and helplessness. Join us to discuss strategies for managing difficult thoughts and feelings and review actions that can reduce the sense of powerlessness - for you and your child.

Coping with the Impact of Racial Injustice 30

Violent acts of racial injustice can shake the core of our humanity and trigger many emotions. In this seminar, we'll review stress reactions and share strategies for maintaining our well-being as we try to process what we're experiencing. We'll also discuss how to talk to children about their concerns.

Embracing Optimism 30 | 60

Being optimistic can impact your view of everyday situations, the world around you, and even how you view yourself. It may not come naturally, but everyone can build the power of positive thinking. This seminar will show you how to recognize and change negative thinking and develop a "glass half full" perspective.

Key: Available time frames 30 | 60 | 90 minutes.

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Emotional Well-Being



Emotional Exhaustion: Fighting the Fatigue 60

Navigating relentless challenges can leave us feeling adrift and weary. In this seminar, we'll talk about how to regroup emotionally using simple mindset shifts. We'll explore how to restore a feeling of stability and shape a realistic day. And share ways to re-spark our essential vitality.

Endings & Opportunities: The Power of Acceptance 30 | 60

Life is full of curveballs and closed doors. But we each have the power to not only survive, but thrive through change – the power of acceptance. Join us to understand what acceptance is (and is not). Discover strategies to help you embrace this attitude, and learn how it can open the door to new opportunities.

Finding Your Resilience 30 | 60

We all struggle when life plays rough. But some people seem to know how to bounce back better and faster. What's their secret? Join us to explore the concept of resilience – what it is and how to tap into yours. We'll look at what the science tells us. And discuss strategies for developing a resilient response.

Finding Your Resilience After a Disaster 60

A disaster can leave us feeling broken, fearful, and overwhelmed. How do we regroup and move forward? Join us to talk about how the resilience we all have can be nurtured and strengthened. We'll discuss strategies for calming worries and share realistic ways to begin regaining balance.

Holiday Happiness: Don't Let the Humbugs Bite 30 | 60

If you find yourself wishing you could skip the holidays altogether, you're not alone. For many people, the anticipation of difficult family interactions and overblown expectations can cause feelings of stress, anxiety, and even sadness. Join us to learn coping strategies so you can find joy in the holidays.

Life with Cancer 60

How do we live whole and meaningful lives with all the challenges of such a frightening diagnosis? Join us to talk about the stressors and strategies for managing them. We'll look at the impact on relationships. And explore how you or a loved one can better manage the bad days and maximize the good days.

Living with Grief and Loss 30 | 60

Living with loss is one of the biggest challenges we face as human beings. While there is no easy way "through" the experience of grief, this seminar can help you gain a better understanding of what to expect. We'll talk about some helpful ways to cope and, if you need it, how to get additional support.

Living with the Threat of Violent Attacks 60

News of a violent mass tragedy can bring up fear, anger, grief and other strong emotions. We'll discuss strategies for managing the feelings and reclaiming a sense of balance. You'll also get tips on how to calm a child's fears. And review how to respond in the event of an active attack.

Mental Health: Let's Talk About It 30 | 60

Mental health issues are often hidden in the shadow of stigma. In this seminar, we'll shed light on the myths and misconceptions around mental health. Discuss obstacles that can stand in the way of getting treatment and how to overcome them. Learn how you can get support when you need it, and be a support for others.

Mental Health: You Can Make a Difference 30 | 60

It can be hard to address the topic of mental health, especially in a work setting. But gaining greater understanding can help you help someone who is struggling. We'll talk about the stigma surrounding mental health and how you can move past it. We'll share some simple, but valuable ways you can lend support and make a difference.

Key: Available time frames 30 | 60 | 90 minutes.

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Emotional Well-Being



Minding Your Mental Health

60

We know there are many ways to improve our physical health, but we can lose sight of the fact that the same is true for our mental health. Join us to talk about how self-care can help build emotional strength, stability, and vitality. We'll share ideas for how you can invest in your well-being each day and how professional support can play a role.

Racial Targeting and Acts of Violence: Strategies for Coping

30

Racial targeting and acts of violence against the Asian American Pacific Islander community can trigger fear, anxiety, and anger. We'll review strategies for coping with these reactions and managing stress. We'll also discuss how to talk to children about their fears.

Secrets of Happiness

60

Who doesn't want to be happy?! But is getting there really a secret? You may be surprised! Join us to explore the science behind happiness. Learn what happiness means to you and how to get more of it.

Suicide Awareness

30 | 60

While suicide can be an uncomfortable topic, talking candidly can bring greater understanding, as well as give you tools to help someone who is struggling. Learn the facts about suicide and what could put someone at risk. We'll discuss steps you can take and words you might use if you think someone may be considering suicide.

The Power of Connection: At Work

60

In a perfect world, we would have good buddies and trusted friends working alongside us. But this is often not the reality in the modern workplace. Feeling disconnected can have a powerful impact on our work and well-being. We'll discuss the challenges, including the impact of virtual workspaces, and how to build meaningful connections.

The Power of Connection: Healthy Relationships

60

Research shows that the single most important factor to our health and well-being is the quality of our relationships! In this seminar, learn the ingredients of a meaningful social connection: romantic, platonic, and everything in between. We'll give strategies on enriching your existing relationships with others, and tips for gaining new ones.

The Power of Connection: Tackling Loneliness

30 | 60

We don't like admitting we're lonely, but most of us are from time to time, even when we're surrounded by people or in a committed relationship. But we have the power to change this picture. Learn how to build your "connect-ability" by shifting self-defeating mindsets and get strategies for finding and growing meaningful connections.

Thriving Through Uncertainty

60

Living with unpredictability and unknowns can cause anxiety, fear, and discomfort. Explore strategies for coping with reactions to an uncertain world. We'll cover how to make decisions and take action at home and at work, even when the outcome is hard to predict. Learn how to move past living with uncertainty to thriving through it.

Understanding Addictive Behaviors

60

When someone you care about has a substance use disorder, it can upend their life and yours. We'll review brain processes and other influences that reinforce addictive behaviors. Discuss what your role should and shouldn't be and resources that can help. Gain strategies to stay emotionally balanced as you navigate this challenge.

Understanding Anxiety

60

We all worry, but what does it mean to live with true anxiety? Join us to learn how anxiety is triggered in the brain and factors that can push everyday worry into anxiety. We'll talk about how this common condition can be treated and share strategies to calm worrisome thoughts and the stressful feelings that go with them.

Key: Available time frames **30** | **60** | **90** minutes.

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Emotional Well-Being



Understanding Depression 60

We all feel down at times, so why do some people develop depression? If you live with depression, or care about someone who does, you may have many questions. Join us to discuss causes, symptoms, approaches to treatment, and self-help strategies.

Understanding Post-Traumatic Stress 60

Trauma can enter our lives in any number of ways. When it does, it can leave a long-lasting and stressful imprint. Join us to learn how the brain processes and stores traumatic memories and the role that plays in stress. We'll talk about how to manage the feelings, strategies that can help, and how to get support.

Why We Get Angry and What to Do About It 60

Anger is a normal, healthy human emotion. But when we can't control our response, it stops being valuable and can lead to behaviors that cause problems. Learn about what triggers anger and influences our reactions. Explore strategies that can help you control your anger in healthy ways and defuse angry situations with others.

Why We Worry and What to Do About It 30 | 60

We all get stuck on "what if's" and "should have's" from time to time. But when worry starts to impact everyday life in a significant way, you may need to rethink your thinking. We'll discuss strategies that can help you cope with and control worrisome thoughts. And talk about how to respond when anxiety goes beyond everyday worry.

Work and Personal Life: Finding Harmony 30 | 60

You've got a family you love, amazing friends, and a demanding job – and they all want part of your life. But it feels like giving to one means taking from another. In this seminar, we'll discuss strategies that can help you fit the pieces together. Explore what work/life harmony means to you. And start a plan to achieve it.

Emotional Fitness

We know that regular workouts can make us more physically fit, but did you know that many valuable emotional skills can also be developed with practice? These emotional fitness seminars offer strategies for building emotional wellness in some key areas. Seminars can be grouped in a series or presented as individual topics.

Dealing with Difficult Emotions 30 | 60

Difficult emotions like anxiety, fear, and uncertainty can feel hard to manage. Our instinct is often to make them go away, but research shows that proactively addressing them is more effective. In this seminar, we'll cover strategies to become more aware and accepting of our emotions. And learn how to cope with them effectively in the moment and long-term.

Embracing Empathy 30 | 60

Research shows that empathy can make us more kind and compassionate, lead to strong relationships, and even help us to manage our emotions and be more resilient. Join us to review strategies to help develop your empathy skills. We'll cover ways to cultivate an empathetic mindset and practice communicating with empathy.

Practicing Self-Compassion 30 | 60

Showing ourselves compassion has a powerful effect on our well-being, ability to manage stressors, and more. In this seminar, we'll learn practical strategies to turn self-judgment into self-kindness as we navigate the challenges of everyday life. Learn to talk back to our inner critic and practice shifting our mindset to one of self-compassion.

Key: Available time frames 30 | 60 | 90 minutes.

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Stress Management



De-Stress at Your Desk 30 | 60

The pressures of busy work days and life stressors can tie us in knots. Join us to explore a variety of ways to release held-tension right at your workstation. We'll try out some simple stretches, explore deep breathing, and relax with a calming visualization exercise.

Everyday Mindfulness 60

Developing a mindful perspective has the power to reduce your sense of stress and boost your spirit. Regular meditation practice is a valuable way to reach this goal, but we can also infuse mindfulness into our everyday life in small ways. We'll share simple, in-the-moment mindsets and strategies that you can start using right away.

Experiencing Mindfulness Series: Part 1 - An Introduction 60

What does it mean to be mindful? What effect does it have? How do you do it? Join us to explore the answers in this first of three mindfulness seminars. Learn what happens in the brain when you practice mindfulness and the far-reaching benefits. Best of all, you'll have a chance to experience it for yourself!

Experiencing Mindfulness Series: Part 2 - How Can It Help? 60

We can't take stress out of our lives, but we can shift how we interpret the experiences that cause it. Join us for another mindfulness exploration and practice. We'll look at how mindful awareness can help change your stress response. And learn about the many other ways it can help you build balance in your life.

Experiencing Mindfulness Series: Part 3 - Positive Impacts 60

Being mindful can expand our awareness and train us to embrace a more compassionate and accepting viewpoint. It can help us to experience and appreciate our world, other people, and ourselves in a meaningful way. Join us to explore this calm and centered way of interacting with the world.

Holiday Stress: Putting "Happy" Back in the Holidays 30 | 60

Shopping, cooking, family... help! For many, the holidays deliver stress and challenges instead of good cheer. Join us to discover how to let go of unrealistic expectations. We'll discuss balancing obligations with your own needs, dealing with difficult family members, and overspending. And explore ways to really enjoy the season.

Managing Financial Stress 30 | 60

Bills, debt, unexpected expenses, loss of income... money worries are a common stressor. We'll talk about the emotional impact and how to start reclaiming your balance. Get strategies and resources for responding to debt and gaining control. Taking action and actively managing the stress can help you cope in healthy ways.

Mindfulness: Release the Stress 30 | 60

Going a mile a minute, our multi-tasking minds analyze, schedule, and compute. They also get tied up in worry, blame, fear, and other stressful emotions. What would happen if you stopped it all for a moment? Join us to explore the practice of mindfulness. Discover how it can help you release stress, build resilience, and boost your well-being.



Key: Available time frames **30** | **60** | **90** minutes.

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Stress Management



Not All Stress Is Created Equal 60

We all feel stress, but how we respond to it may be very different. Factors such as age, genetics, and personality, impact triggers and coping styles. Join us to learn about the factors that shape our stress experience. Explore how you can tailor stress management strategies to your stress “style” for a healthier, more effective response.

Refresh, Refocus, Relax: Techniques that Work 60

Living with stress can take a serious toll on both mental and physical health. How can you release the tension and reclaim a sense of balance? Join us to learn and try out three simple techniques that can be used to initiate the body’s natural relaxation response.

Release, Refresh, Refocus: Breathwork 30

Join us to discover how focused breathing can help you initiate the body’s natural relaxation response. Learn and practice several targeted breathing exercises.

Release, Refresh, Refocus: Mindful Meditation 30

Explore the practice of mindfulness and learn how it can help you initiate the body’s natural relaxation response. Experience several guided mindfulness meditations.

Release, Refresh, Refocus: Progressive Relaxation 30

Discover how progressive relaxation exercises can help release mental and physical tension by initiating the body’s natural relaxation response. And get a chance to try it out.

Stealth Stressors: Life in the Digital Age 60

Technology is reshaping our lives in amazing ways, but it can also bring sneaky stressors that can affect our health. Join us to discuss the impact of digital interactions on brain processes, our emotional lives, and on relationships. Learn how you can take control to manage technology in a healthy, balanced way.

Stress and Our Perceptions 60

We think of stress as coming at us, but a lot of it actually comes from us. In this seminar we’ll explore how our perceptions affect our stress level. We’ll discuss how to recognize and change negative thought patterns. And you’ll learn how to start building more positive ways of thinking.

Stress Less: Mind and Body Strategies 60

Some stress is natural, but if you have too many demands, it can start to have a negative impact. Learn how stress affects our bodies, health, and happiness. Discover how thoughts can cause or worsen stress. And walk away with proven ways to manage stress.

Stress Management 101 30 | 60

Stress – it’s an inescapable fact of modern life. But living with too much of it can take a serious toll on your health. Learn how your outlook, reactions, and support systems can play a positive or negative role. Review self-care tips, and begin shaping a plan to better manage your stress.

Stress Relief: Train Your Brain 30 | 60

In the brain, psychological stressors trigger the same alarms as a life-threatening attack. They fire up a hard-wired response system designed to keep us alive, but this response stops being helpful when it stays “on” indefinitely. Learn and try out techniques that can train your brain to rewire a more calm stress response.

Under Pressure: Managing Workplace Stress 30 | 60

Your job is an important part of your life, but sometimes it can seem like your entire life. How can you keep job stress from getting out of hand? In this seminar, we’ll teach you ways to reduce stress and increase productivity so that you can make the most of your time in and out of the workplace.

Key: Available time frames 30 | 60 | 90 minutes.

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A Fresh Look at Healthy Eating

30 | 60

Healthy eating can seem complicated, but it doesn't have to be. In this seminar, we'll get back to basics. You will learn simple ways to get balance into your meal choices and control portions. You'll get tips on changing unhealthy eating patterns. And we'll review some key concepts that support weight loss.

Boosting Your Brain Health

60

Research is revealing some surprising ways we can impact brain function. We'll explore the connection between physical well-being and brain health. You'll learn how exercise and eating well can keep your brain active and engaged. Discover how the brain changes with age and the mental "workouts" that can make a difference.

Ditch Your Excuses! Commit to a Healthy Lifestyle

30 | 60

"I'll start tomorrow!" Sound familiar? We all use excuses to justify our choices, especially when it comes to what we eat or how we exercise. Learn clear, simple facts about healthy eating and personal fitness. And explore strategies for overcoming our favorite excuses to commit to a healthy lifestyle!

Dreaming of a Good Night's Sleep

30 | 60

Having trouble getting to sleep, staying asleep, or even finding time to go to sleep? You're not alone! Get up to speed on how sleep works and the impact of not getting enough. Explore the relationship between sleep and stress. And discuss a range of strategies to improve your night's sleep.

Drug and Alcohol Awareness

60

When a coworker or someone in your personal life has a drug or alcohol use problem, it can have a devastating impact. We'll talk about common drugs and possible signs of use. We'll discuss how enabling gets in the way of solutions. Learn empowering next steps and when you might need to ask for help.

Eat Well to Feel Well: Food and Your Mental Health

60

Science is increasingly confirming a direct relationship between what we eat and how we feel. In this seminar, we'll explore how the gut and brain are connected and how to "feed" a healthy gut. Learn about important nutrients for mental health and discover strategies for putting a balanced, mood-boosting diet into practice.

Note: Presenters are licensed mental health practitioners not fitness, medical or nutrition experts.



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Exercise Essentials: Your Guide to Getting and Staying Active 30 | 60

We know exercise is important, but it often falls off the list due to lack of time or energy. In this seminar, we'll zero in on three key forms of exercise that you can incorporate into a sustainable workout that works for you. We'll talk about how to spark your motivation to get started and stick with it!

Healthy Eating in a Hurry-Up World 30 | 60

We all know that what we eat makes a difference, but what about how we eat? From fast food to mindless eating, the way we consume food isn't always healthy. We'll examine our relationship with food and explore the idea of mindful eating. Get suggestions for slow-down moves that can help you build healthier habits.

Healthy Life Tips for Men 30 | 60

Good health starts with simple, everyday lifestyle choices. We'll share science-based strategies for nutrition, exercise, and sleep, and review risk factors and screenings to have on your radar. We'll explore the role that relationships and purpose play in wellness. Join us and get motivated to make positive changes!

Healthy Life Tips for Women 30 | 60

Join us to review core ways to create a basic blueprint for better health – mind, body, and spirit. We'll review key health risk factors, and discuss screenings, diet, exercise, and sleep tips that can help. Explore the impact of stress and learn how friendships, fun, and purpose can help you to be healthier. Join us to chart your path to wellness!

Know Your Numbers 30 | 60

While it's easy to assume you're healthy, knowing your numbers can give you a much more accurate picture. This seminar offers clear, easy-to-understand explanations of biometric numbers. We'll talk about what they mean for your health and let you know how you can improve them.

Living with a Chronic Condition 60

Sixty percent of American adults live with a chronic condition, such as heart disease, fibromyalgia, IBS, diabetes, or MS, among many others. In this seminar, we'll share behavioral strategies that can help those with an illness and those who care about them take an active role in managing the challenges in healthy ways.

Living with Pain 60

When pain hits, it can be a challenge to manage even simple daily tasks. Dealing with chronic pain can take a serious emotional and mental toll – on you and those around you. In this seminar we'll share strategies for coping with pain and the stress it can cause. Learn relaxation techniques and explore alternative approaches.



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Make the Choice to Be Healthy 30 | 60

Good health doesn't happen magically; our choices make a difference. Join us to look at key ways to build a solid foundation for wellness. Learn the importance of managing stress. Find out which health screenings you need. Get ideas to improve nutrition and sleep, and make exercise a part of your life. And get motivated to start today!

Taking Charge of Your Health Care 60

Health care is getting more attention than ever these days. Technology is advancing, and health plans continue to change. More than ever, it's important to take a proactive role in your own care. Get tips on what to look for when choosing a doctor, learn the benefits of preventive health care and more!

The Opioid Crisis and You 60

The highly addictive properties of commonly prescribed pain medications can draw anyone into a destructive spiral. Join us to learn about this class of drugs. Understand the dangers and explore how you can help if someone you know is at risk.

Tobacco Cessation 60

You know smoking is an unhealthy habit, but that doesn't make quitting any easier. We'll talk about the factors that make it so hard to break the habit. Find out which programs and medications can help you succeed. Join us to develop your own personal plan for quitting. *Also available as a 4-part series (1 hour each).*

Wellness One Notes: Micro Moves for Better Health 30 | 60

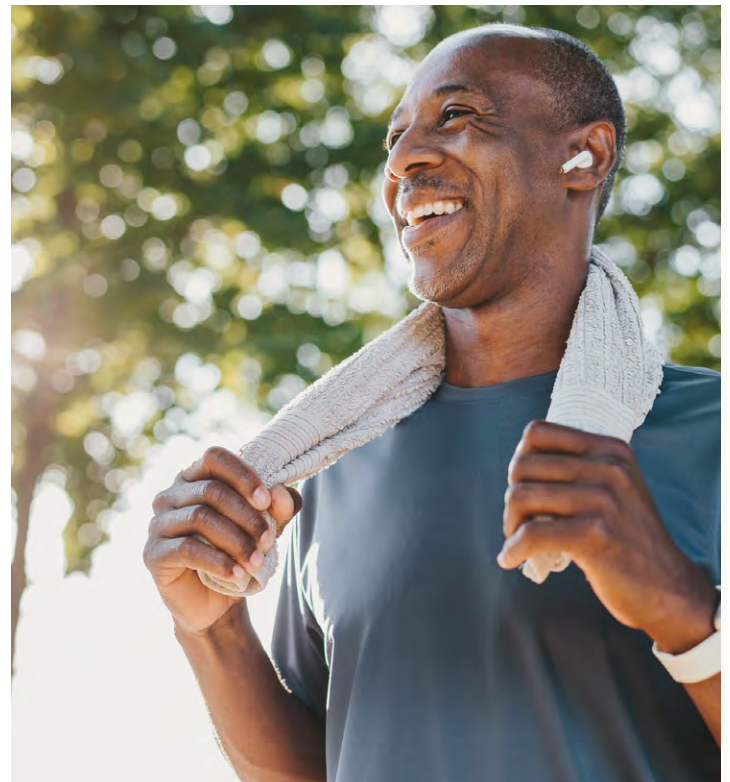
Wellness is more than a great check-up. All aspects of our being – mind, body, and spirit – interact and impact our health and well-being. When it comes to making lifestyle and habit changes to support this big picture, small moves can be the way to go. From sleep strategies to social connections, join us to find your small steps to wellness.

What's for Dinner? Healthy Meal Planning 30 | 60

When you're tired and hungry after a long day, creating a perfectly balanced meal may not feel like a priority. That's where pre-planning comes in! Learn why meal planning is so important – and how to make it easier. We'll explore simple moves that can help you get ahead of the stress and make healthy choices your go-to.

When Mood Meets Food: Strategies for Stress Eaters 60

Do you celebrate success with a pizza party and drown failure in a bowl of ice cream? Stress can push all of us toward the fridge. Join us to learn how to recognize stress eating styles and triggers. We'll talk about how you can react differently and share strategies for making healthy choices moving forward.



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Caregiving 101

Caregiving comes in all shapes and sizes, but there are some key aspects that are common to most scenarios. Discussing the basics in each of these areas gives us a chance to review strategies and best practices that can help you manage this often challenging role more effectively.

Caring for the Caregiver

30 | 60

Have you lost touch with the “I” in “caregiver”? Join us to explore realistic ways to keep your needs in the mix. We’ll talk about how to manage the stress and emotions of caregiving. Learn how self-care can make a difference and what that looks like. We’ll discuss how to set limits, deal with family dynamics, and get help when you need it.

Domestic Violence Awareness

60

Domestic violence is more than just physical abuse; it can take many forms. We’ll review what can be involved and out how to support someone in an abusive relationship. If you’re worried about domestic violence in your life, we’ll explore ways to get help.

Family Conflict: Keeping the Peace

60

From minor disagreements to full-blown shouting matches to long-term feuds, conflicts in families are common but not always healthy. In this seminar, you’ll learn strategies to handle disagreements while preserving relationships. We’ll explore resolution styles and tips on how to “fight fair.”

Family Life: The Juggling Act

60

Work, family, activities, commitments... are you trying to keep too many “balls” in the air? We’ll take a fresh look at the pressures that drive the family juggling act and talk about how to refocus priorities. You’ll learn strategies to add balance, reduce stress, and manage your obligations more effectively.

Grandparenting: What’s Great About Being Grand?

60

When a grandchild is born, it ushers in a new era for the whole family. We’ll talk about the joys and challenges and discuss how relationships change. We’ll review “dos” and “don’ts” and boundary setting. And share ideas for building a bond with your next generation.

Healthy Eating for Kids

60

Do you worry that the kids in your life are eating too much, or not enough, or “bad” foods? Are you concerned that they may be at an unhealthy weight? In this seminar, we’ll cover the many ways you can shape a child’s eating habits and help them build a healthy relationship with food and fitness.

Helping Children Cope with Traumatic Events

60

How do we support our children after a natural disaster or violent attack? In this seminar we’ll talk about how a child might respond. Find out how to address concerns gently, but honestly. Learn what they need from you and how to know when more help is needed.



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Keeping Up with the iKids 60

It can be a challenge to manage the technology that is a key part of your child's life. Learn about how kids are using technology, potential hazards and how to minimize them. We'll explore how to embrace and limit technology in ways that keep your child connected to life beyond the screen.

Navigating Back-to-School Challenges 30 | 60

Going back to school in the fall can bring up a mix of emotions for both parents and children. In this seminar, you'll get tips that can make that transition easier for everyone. You'll learn how to help your child manage their fears. You'll also discover the keys for a successful school year, which means less stress for them – and you.

Navigating Eldercare: A Compass for Caregivers 60

It's easy to get lost in the maze of caregiving. We'll talk through common concerns and offer practical tips to help. Review strategies for determining an elder's needs, explore housing options and legal, financial, and medical pre-planning. And we'll talk about the importance of connection and self-care.

Navigating Your Child's Teen Years 60

Adolescence can be a challenging time. Rules, communication, and honesty seem suddenly optional. Emotions are all over the map. The quest for identity and independence can mean scary risk-taking behavior. Join us to learn about what to expect and how to navigate this new stage together.

New Parents: Off to a Good Start 60

Becoming a new parent opens the door to a world of new responsibilities, emotions, and challenges. We'll talk about the transition and why the early years can be so tough. We'll explore ways to reduce stress, build strengths, and help you focus on the joys of your new baby.

Parent Prep for a Super Summer 60

"We're bored!" How quickly the thrill of summer freedom can wear off! Make this summer different. Get inspired with ideas to enrich your child's days and have fun as a family. Explore ways to meet the challenge of summer child care and teen supervision. And get tips for easing into a back-to-school routine.

Positive Parenting: Managing Behavior 60

From toddlers to tweens, kids know how to push the limits and our buttons. Shaping a child's behavior can be an ongoing challenge. Join us to talk about why it's important to understand where "naughty" behavior comes from. Discuss discipline strategies that can change negative actions while sending positive messages to your child.

Revitalize Your Relationship 60

Relationships are complicated and sometimes more fragile than we realize. Could yours use some TLC? We'll review the essentials of happy, healthy partnerships, and share simple but powerful ways to enrich yours. We'll also explore common problems and discuss ways to handle them.

Spread Too Thin: Life in the Sandwich Generation 60

Caring for both aging loved ones and your family can stretch you to the breaking point. From family dynamics to finances, emotional overload to time management – we'll talk about handling the layers of challenges. You'll gain resources to help lighten your load. And get tips for maintaining your own health and happiness in "the sandwich."

Sticks and Stones... Understanding Childhood Bullying 60

From school hallways to online networks, childhood bullying can cause real harm. This seminar will help you understand what might make someone a target – or a bully. Find out how to recognize the warning signs. Know what is involved, and get strategies to help your child safely respond.

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Strategies for Caregiving Challenges 60

Caregiving is often a task we figure out as we go. But having information and resources for common challenges can help reduce stress when pressure builds. We'll review strategies specific to dementia care, long-distance caregiving, and medical concerns. We'll also discuss the importance of maintaining your own balance.

Stress and Your Child 60

You naturally want to protect your child from stress, but giving them tools to handle it may be more valuable. We'll unpack the stress experience for a child. You'll learn stress signs and strategies to help them manage anxious thoughts and feelings. Discover how to proactively build a child's resilience to make them more stress-resistant.

Talking to Children About Death 60

Loss is part of life, but that doesn't make it easy to explain to a child. We'll help you find the words. We'll review the important points you'll want to cover and how a child's age impacts the conversation. Learn how children react and grieve and what you can do to help them cope when a death occurs.

Teens: Risky Behavior and Good Choices 60

The job of protecting our kids doesn't stop when they become teens, but it can get harder. We'll discuss how development impacts decision-making and risk-taking. Explore how structure, consequences, and good communication can help you help your child to make good choices.

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Personal Development



Achieving Success: Using Goals to Get There 30 | 60

Will you be as successful as you want to be? In this seminar, you'll learn how goal-setting can be a tool that gets you where you want to go. Learn how to identify and shape your goals. Get tips for overcoming obstacles. And build an action plan to get started on the path to success.

Age Is Just a Number: 50 and Beyond 60

50 is the new 30! Or is it? Join us to explore how to shift from fighting time to living your best life at the age you are. We'll share tips for maximizing wellness and discuss ideas to help you navigate role changes, build resilience, and focus on what matters to you at midlife and beyond. Join us for information and inspiration!

Bridging Divides: Beyond Agree to Disagree 60

Hard-wired tendencies make it easy to dismiss or put down different viewpoints. What if you could respectfully engage instead? This vital professional and personal skill is one you can develop. Join us as we experiment with stepping outside our comfort zones, challenging our biases, and connecting with openness and curiosity.

Channeling Your Inner Winner 60

In the quest for success, we can often be our own worst enemy. Our beliefs about ourselves and learned behavioral responses can become barriers to personal and professional development. We'll discuss common internal roadblocks and share strategies to help you overcome yours.

Diversity: Let's Talk About It 60 | 90

Diversity can be a challenging topic. Diversity-related issues can leave us feeling unsure, defensive, even combative. Understanding why it's a challenge, building awareness, and gaining interpersonal skills can help us navigate with greater confidence and help create more inclusive environments.

Effective Communication Skills 60

You may feel that you're a good communicator, but is the message you're sending the same one your listeners are receiving? Join us to brush up on verbal, non-verbal, and electronic communication skills. Get tips that can boost your listening ability, and discuss how to stay on track when communication gets complicated.

Effective Communication Strategies 30 | 60

We're all communicating all the time, but is your message hitting the mark? We'll discuss how to engage and create better connections with listeners – one on one and in group settings. We'll review the impact of communication style and share tips on how to develop and use an assertive approach.

Effective Time Management 30 | 60

Working late again? Weekend to-do lists never getting any shorter? It's time to figure out where your time goes and how to regain control of it. We'll review the key strategies: prioritizing, delegating, and setting boundaries. Learn how to handle time "wasters," such as interruptions and procrastination, and get time back on your side!

EQ and You: Connect for Success 60

Being mindful of our emotions and how they impact those around us, otherwise known as emotional intelligence (EQ), is an often overlooked tool on the path to success. Learn how EQ can help you understand and manage emotions thoughtfully and calmly, and apply these skills to managing relationships and conflict with your coworkers, too.

Finding Your Drive 30 | 60

Stay strong! Power through! Just do it! If only it were that easy. Join us to explore the science of willpower. Learn how the brain works to get us motivated and how it can derail our good intentions. Get strategies for boosting your ability to get started and stick with goal-setting and follow-through.

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Personal Development



Frugal but Fun: Making the Most of Your Money 30 | 60

Join us to discuss how to find a good value for less and have fun doing it. We'll examine how attitudes and behavior patterns influence spending. We'll review budget basics and explore lots of easy and enjoyable ways to save money without giving up the things you love.

Giving to Yourself 60

You may find it easy to give to others, but how about giving to yourself? In order to thrive as a person, it's absolutely essential to look after your own needs. In this seminar, you'll discover how giving to yourself can help you give the world your best every day.

Less Is More: Simplifying Your Life 30 | 60

Get more! Have more! Do more! We live in a culture that is very much about consuming, but how much is too much? We'll explore how simplifying can lead to more balance and satisfaction. We'll talk about how to identify what really matters, and share tips to make more room for it in your life.

Life After Work: Envisioning Retirement 60

Ready, set, retire! Not so fast! Many of us have retirement dreams, but without planning, they may never be a reality. Join us for a discussion that goes beyond finances. We'll talk about health and wellness, finding purpose, and facing change with resilience. Learn what you need to do now to make your dreams come true.

Make Peace with Time 60

From deadlines to scheduling pressures to juggling priorities, stress can make the clock seem like our enemy. Time to make peace with time! Learn about factors that you may not even realize can impact time management. We'll discuss strategies for common time traps at work and help you identify an action plan to improve your relationship with time.

Pay It Forward: A Guide to Giving Back 60

Our lives are shaped by the kindness of others. We can't always pay them back, but we have the power to pass it on. From small random acts to volunteering, you have a chance to make life better for others. In this seminar, we'll explore the possibilities, how to get started, and the many benefits of doing good.

The Power of Authenticity 30 | 60

Does your public image match your inner truth? We all act differently in different roles, such as employee, partner, or parent. But are you being true to yourself in those roles? If you're not sure, this seminar is for you. Learn the benefits of being authentic, how to display emotion more openly, and feel happier.

The Power of Compassion 60

Compassion is actually a wired brain response designed to help us survive and thrive. But life can override that instinct. Explore the wide-reaching benefits that come to us when we treat others and ourselves with kindness. We'll talk about the roadblocks that can make it difficult and how to overcome them.



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Personal Development



The Power of Gratitude

30 | 60

An “attitude of gratitude” brings with it a world of benefits, from improving relationships to feeling happier at work. We’ll look at the science behind these benefits and review ways to make gratitude a regular part of your day. Join us as we learn how to harness the power of gratitude to enrich and empower even during difficult times.

The Power of Initiative

30 | 60

We all have the ability to be more assertive about what we want our life to look like. We’ll talk about roadblocks that can stand in the way and how to start breaking them down. We’ll explore the power of purpose and other motivating strategies. And share tips on how to step up your initiative at work to shape the future you want.

The Power of Purpose

60

Science tells us that having purpose in life can make us healthier and happier. But the path to purpose can be blurry. Join us to learn more about what “purpose” means and how you can discover clues to yours. We’ll also share ways to incorporate the idea of purpose into everyday life at home and at work.

Try It! Exploring New Things

60

Go to work. Go home. Go to bed. Repeat. If you feel like you’re going through the motions, but not really living, this seminar is for you. Learn how to tell if you’re in a rut and get strategies to break out of it. We’ll share ideas and inspiration to help you reap the rewards of trying new things.

Unique You: Personality Styles at Work

60

Personality – we all have one, and each one is unique! Learning about personality styles can help you understand why clashes happen and what you can do to head them off. Get insight into your personality type and strategies for improving interactions with others who have different styles.



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Workplace Topics



Adapting to a Return to the Workplace

60

When it comes to where we work, any change can be stressful. Join us to discuss what can make a transition back to the workplace challenging. We'll discuss strategies for coping with difficult reactions and dealing with practical concerns. Explore ways to make this move as smooth as possible.

Beating Burnout

30 | 60

Everyone feels pressure at work, but if it seems like you're always stressed, exhausted, and low on motivation, it could be job burnout. We'll talk about how burnout develops and factors that may be involved. Learn to recognize signs, respond in productive ways, and make changes to head it off in the future.

Bridging the Gaps: Generations Working Together

60

Have you ever had a "What were they thinking?" moment with someone younger or older at work? You may have stumbled into a generation gap. Join us to understand how generational traits play out in the workplace. Discover generational code breakers to help you work better with coworkers of all ages.

Civility and Respect at Work

60 | 90

From rude responses to thoughtless actions, disrespect can creep into interactions with our coworkers. When it does, we all suffer. In this seminar, we'll talk about what disrespect looks like. You'll learn strategies for responding to it and explore how to help create a workplace where everyone feels valued and can do their best work.

Conquering Compassion Fatigue

60

Sometimes caring for others can come at a cost. Join us to explore factors that can contribute to this role-related form of burnout and how to recognize signs it's becoming an issue. We'll discuss how to maintain emotional boundaries, reclaim balance, and build resilience in your challenging role.

Creating a Positive Work Environment

60

A work environment that's positive and supportive can make bad days easier and good days more frequent. Explore the role you can play in building that type of culture. Review the impact of unconscious bias, personal positivity, and effective communication strategies. Learn how you can be a part of a respectful and cooperative team dynamic.

Dealing with Difficult People

30 | 60

Challenging work styles, personality traits, and ways of communicating can be sources of workplace stress that seem hard to resolve. This seminar can help. Discover the power you have to positively shape difficult interactions – in person and virtually. You'll gain strategies for defusing conflict and managing relationships in healthy ways.

Effective Teamwork: Strategies for Working Together

60

When it comes to work, you can't simply sit on the sidelines. You have to be a team player in order to get the job done. This seminar explores how good communication skills, understanding job roles, and the ability to manage conflict can help build a winning team.



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Workplace Topics



EQ and You: Customer Service with Care 60

Some days, every customer is satisfied. Other days...not so much! Using your emotional intelligence (EQ) can help you make good service experiences the norm for you and your customers. Learn about the role of emotions in creating connections. Gain communication skills that help you partner with customers and resolve conflicts effectively.

Exceptional Customer Service 30 | 60

When you speak with a customer, you become the voice of your company. In this seminar, we'll give you the tools you need to excel at customer service. Discover the value of partnering with your customers. Learn how to manage difficult customers. And see how to take your service from excellent to exceptional.

Gender Transition and the Workplace: A Guide for Coworkers 60 | 90

While there is more openness about gender-related topics today, you may still be unsure about what to say or do when a coworker transitions. In this seminar we'll talk about gender identity and what it means to transition. We'll discuss FAQs and the impact on the workplace. You'll learn how you can be part of a respectful response to this change.

Life on the Road: Business Travel Tips 60

Traveling for business can be a way of life, but that doesn't mean it's easy. We'll address a range of stressors that can impact a "road warrior's" well-being. Get tips for managing jet lag. Discuss healthy eating and exercising on the go. Review safety strategies, cyber-security, and how to stay connected with others.

Managing Change 60

Adapting to change can be a challenge, especially in the workplace. We'll unpack the experience of change - why it can feel hard and how to manage the feelings. We'll discuss how to tap your natural resilience, share strategies for navigating from old to new, and explore how you can begin claiming the future you want.

Managing Change - Downsizing Job Loss (Seminar Add-on) 60

This seminar add-on addresses the emotional impact of a workplace change that results in job elimination. Identify natural feelings and review actions that can help with coping.

Managing Change - Surviving Transitions (Seminar Add-on) 60

This seminar add-on focuses on the experience of those who remain employed after a downsizing transition. Understand the emotional impact and discuss helpful responses.



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Workplace Topics



Military Cultural Awareness: Part 1 - Introduction to Military Culture 60

To support members of the military, it can be helpful to bring our understanding beyond what we see in the movies or on the news. This overview discusses military culture and the experience of today's troops, on the battlefield and at home. Practical communication tips will offer guidance when talking with service members.

Military Cultural Awareness: Part 2 - Understanding the Deployment Cycle 60

For military members and their families, being called up for service initiates a range of challenges. This seminar explores the deployment cycle and builds an understanding of this unique and emotionally-charged experience. Learn how you can lend support before, during, and after a deployment.

Military Cultural Awareness: Part 3 - Exploring Risk of Suicide and PTSD 60

When a service member comes home, they will have been changed in significant ways. Many of these changes are positive, but for some, there are also challenges that follow them home. Join us to gain a better understanding of the risk of post-traumatic stress disorder (PTSD) and suicide. Review how to respond and resources available to help.

Presenting Your Best Professional Image 60

From the moment you first enter a room or send a first email, people start forming an impression of you. Learn how to make your first impression – and every other one that follows – a positive one. From actions to attitude to appearance, you'll learn how to project a confident, professional image every day.

Sexual Harassment Awareness for Employees 60

If you've experienced or witnessed harassment in the workplace, you know how destructive it can be. It affects both women and men, but often goes unreported. Join us for this seminar to get a clear picture of what sexual harassment is. Learn what you can do if it's an issue in your workplace.

Shift Work Strategies 30 | 60

Shift work can challenge our bodies in unique ways. Join us to get ideas for how to make shift work...work for you. Learn about your internal clock and the pressures we face when working against it. Get tips on sleep routines, what and when to eat, and how to stay connected to a world that goes to bed when you go to work.

Stress and the First Responder 30 | 60

While many first responders see job challenges as all in a day's work, trauma exposure and cumulative pressures can create risk for damaging stress. But it may not always be easy to recognize and respond effectively. Discuss strategies to cope with and process stress in productive ways. And get resources for responder-specific support..

Stress in Customer Service Roles 30 | 60

Delivering customer satisfaction is rewarding, but also comes with a unique set of demands. We'll help you identify common stressors in this role. You'll gain tools for managing stress during difficult interactions and releasing the tension afterwards. And we'll share strategies to help you get ahead of stress and bring your best to work each day.

Violence in the Workplace 60

Many Americans are victims of violence at work each year. Building awareness is the first step in being prepared. In this seminar, you'll learn about the common causes of violence at the workplace, how to identify potential red flags, and review ways to respond if it occurs in your workplace.



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Work from Home: Maximize Your Success 30 | 60

With work-from-home and remote offices more of a norm than ever before, it's important to understand the challenges, as well as maximize the benefits. We'll explore how to stay healthy, focused, motivated, and connected to your team.

Working Together: Diversity in the Workplace 60

Today's workforce is made up of people of different generations, genders, and many different ethnic, cultural, and religious backgrounds. Learning how to thrive in this diverse environment can benefit you, your team, and your company. We'll cover core skills and actions that can help you support an inclusive workplace based on mutual respect.

Workplace Bullying 60

A bully in the workplace can lead to emotional strain and affect performance. In this seminar, you'll learn to recognize workplace bullying and understand its impact. We'll discuss coping skills and share responses that can help you maintain your personal integrity when you or others are faced with bullying.

Workplace Conflict: Strategies and Solutions 60 | 90

Work is challenging enough without the tension of a conflict. We'll explore conflict triggers and how to prevent small conflicts from turning into big ones. Learn how to better manage difficult relationships, and get pointers on how to discuss things openly without anger or hurt feelings.

Bring Your Child to Work Day

Seminars are designed for kids ages 8-14.

Go Green! 30

Did you know that each year we throw out enough trash to reach the moon and back 25 times!? In this seminar, designed especially for kids, we'll talk about simple moves we can each make at home, at school, and in our communities to keep our planet healthy.

Mindfulness for Kids 30

We all have worries and feel stressed at times... even kids. In this seminar, kids will learn simple breathing and focus exercises to bring one's attention to the present and release worrisome thoughts. Participants will leave with fun ways to be mindful in everyday life.

The Power of Positive Thinking 30

Some of us are glass-half-full types; others see the same glass as half empty. Our viewpoint can have a big influence on how we think, feel, and act. This seminar helps kids discover simple ways to shift their attitude and enjoy the benefits of an optimistic outlook.

Key: Available time frames 30 | 60 | 90 minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

30-Minute Seminars

To meet the needs of today's fast-paced working world, we offer a shortened, 30-minute version of some of our most popular topics. Click the topic category links to find seminar descriptions. **Note that 30-minute seminars are charged a full Employer Service Hour (ESH) per request.**

Emotional Well-Being

- + Anniversary of a Traumatic Event: Managing Distress
- + Beating the "Blahs:" Small Steps to Flourishing
- + Blueprint for Emotional Wellness
- + Conquering the Winter Blues
- + Coping and Resilience in Challenging Times
- + Coping in the Aftermath of a Mass Shooting
- + Coping with the Impact of Racial Injustice
- + Embracing Optimism
- + Emotional Fitness: Dealing with Difficult Emotions
- + Emotional Fitness: Embracing Empathy
- + Emotional Fitness: Practicing Self-Compassion
- + Endings and Opportunities: The Power of Acceptance
- + Finding Your Resilience
- + Holiday Happiness: Don't Let the Humbugs Bite
- + Living with Grief and Loss
- + Mental Health: Let's Talk About It
- + Mental Health: You Can Make a Difference
- + Racial Targeting and Acts of Violence: Strategies for Coping
- + Suicide Awareness
- + The Power of Connection: Tackling Loneliness
- + Why We Worry and What to Do About It
- + Work and Personal Life: Finding Harmony

Family Matters

- + Caring for the Caregiver
- + Navigating Back-to-School Challenges

Stress Management

- + De-Stress at Your Desk
- + Holiday Stress: Putting "Happy" Back in the Holidays
- + Managing Financial Stress
- + Mindfulness: Release the Stress
- + Release, Refresh, Refocus: Breathwork
- + Release, Refresh, Refocus: Mindful Meditation
- + Release, Refresh, Refocus: Progressive Relaxation
- + Stress Management 101
- + Stress Relief: Train Your Brain
- + Under Pressure: Managing Workplace Stress



To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

30-Minute Seminars

Wellness

- + A Fresh Look at Healthy Eating
- + Ditch Your Excuses! Commit to a Healthy Lifestyle
- + Dreaming of a Good Night's Sleep
- + Exercise Essentials: Your Guide to Getting and Staying Active
- + Healthy Eating in a Hurry-Up World
- + Healthy Life Tips for Men
- + Healthy Life Tips for Women
- + Know Your Numbers
- + Make the Choice to Be Healthy
- + Wellness One Notes: Micro Moves for Better Health
- + What's for Dinner? Healthy Meal Planning

Personal Development

- + Achieving Success: Using Goals to Get There
- + Effective Communication Strategies
- + Effective Time Management
- + Finding Your Drive
- + Frugal but Fun: Making the Most of Your Money
- + Less Is More: Simplifying Your Life
- + The Power of Authenticity
- + The Power of Gratitude
- + The Power of Initiative

Workplace Topics

- + Beating Burnout
- + Dealing with Difficult People
- + Exceptional Customer Service
- + Shift Work Strategies
- + Stress and the First Responder
- + Stress in Customer Service Roles
- + Work from Home: Maximize Your Success

EAP Orientations

- + Employee Orientation to Confide Enhanced EAP
- + Employee Orientation to the EAP
- + Manager's Guide to Confide Enhanced EAP
- + Manager's Guide to the EAP

Note that 30-minute seminars are charged a full Employer Service Hour (ESH) per request.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

Workshops

From personal and professional development to workplace stress points, when a topic is important to your workforce, you may want to schedule a seminar that goes into more depth. Our two-hour workshops are designed to be a highly interactive experience for attendees. **Please note that two-hour workshops are charged two Employer Service Hours (ESHs).**

For Managers

Inclusive Leadership

Diversity can have big payoffs, but can be challenging to manage. In this workshop, we'll discuss the importance of inclusive leadership and what it looks like. We'll explore the role of bias in management decisions, talk about the concept of cultural humility, and discover ways to approach interactions with openness. Join us as we learn and practice ways to promote team cohesion and equity in the workplace with inclusive leadership.

Leading Generations at Work

When workforces span Boomers to Gen Z, understanding the influence of generational traits can be a valuable asset in bringing out the best in employees. Join us to explore factors that helped shape the generations and how these can play out in preferences and styles at work. Learn what drives generational disconnects and investigate strategies that can not only reduce friction, but also maximize the assets of your team.

Leading in Complexity

In the modern workplace, there are many things that can make leading a challenge: changing work processes, team dynamics, market fluctuations, and more. In this workshop, we explore complexity in the workplace - what it is and why it can be challenging to manage. Join us as we explore and practice ways to think through complex situations. Learn how you can innovate, make decisions, and foster team creativity, even when the outcome is unclear.

Leading with Emotional Intelligence

Emotional intelligence – being aware of emotions and how they affect and shape interactions with others – has been identified as a key leadership trait. In this workshop, we'll take an in-depth look at the role of emotions in the workplace. We'll learn what emotional intelligence looks like in a management role, and practice “hands-on” strategies for using it to inspire, build relationships, and manage conflict effectively. *Available as a 2 - 2.5 hour presentation.*

Psychological Safety at Work

Research tells us that psychological safety plays a vital role in a healthy workplace. In this workshop, you'll learn how to empower employees to ask questions, use mistakes as learning opportunities, and innovate with new ideas. We'll explore key skills, such as open communication, giving and receiving feedback, and goal-setting in an interactive, real-world context.

For Employees

EQ and You: Connect for Success

Being mindful of our emotions and how they impact those around us, known as emotional intelligence (EQ), is an important and often overlooked tool on the path to success. In this workshop, attendees will explore how to become more aware of emotions and their impact on work. We'll practice managing emotions thoughtfully, and apply these skills to managing relationships and conflict with others.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

Spanish Seminars

We recognize that many of your employees will have a better understanding of the seminar content if it is conducted in Spanish. This section contains an overview of the seminars we offer in Spanish.

Click the topic category links to find seminar descriptions. If you need more information to find the right fit for your Spanish-speaking employees, please call your Employer Service Coordinator team. **Note that 30-minute seminars are charged a full Employer Service Hour (ESH) per request.**

Emotional Well-Being

- + Blueprint for Emotional Wellness 60
- + Change and Challenges: Navigating with Resilience 60
- + Coping and Resilience in Challenging Times 60
- + Embracing Optimism 30 | 60
- + Finding Your Resilience After a Disaster 60
- + Mental Health: You Can Make a Difference 30 | 60
- + Minding Your Mental Health 60
- + Work and Personal Life: The Balancing Act 30 | 60

Stress Management

- + Holiday Stress: Putting “Happy” Back in the Holidays 30 | 60
- + Mindfulness: Release the Stress 60
- + Stress and Our Perceptions 60
- + Stress Management 101 30 | 60
- + Stress Relief: Train Your Brain 60
- + Under Pressure: Managing Workplace Stress 60

Wellness

- + A Fresh Look at Healthy Eating 60
- + Ditch Your Excuses! Commit to a Healthy Lifestyle 60
- + Drug and Alcohol Awareness 60
- + Exercise Essentials: Your Guide to Getting and Staying Active 60
- + Know Your Numbers 60
- + Make the Choice to Be Healthy 60
- + Tobacco Cessation 60
- + Wellness One Notes: Micro Moves for Better Health 30 | 60

Family Matters

- + Family Conflict: Keeping the Peace 60
- + Navigating Eldercare: A Compass for Caregivers 60



Key: Available time frames 30 | 60 | 90 minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

Spanish Seminars

Personal Development

- + Effective Communication Strategies 60
- + Effective Time Management 60
- + The Power of Gratitude 60
- + Unique You: Personality Styles at Work 60

Workplace Topics

- + Beating Burnout 60
- + Dealing with Difficult People 60
- + Exceptional Customer Service 30 | 60
- + Managing Change 60
- + Managing Change: Downsizing Job Loss (Seminar Add-on) 60
- + Managing Change: Surviving Transitions (Seminar Add-on) 60
- + Presenting Your Best Professional Image 60
- + Sexual Harassment Awareness for Employees 60
- + Stress in Customer Service Roles 60
- + Working Together: Diversity in the Workplace 60
- + Workplace Conflict: Strategies and Solutions 60 | 90

Management Trainings

- + Drug and Alcohol Awareness for Managers 60
- + Manager's Guide: Sexual Harassment Awareness 60

EAP Orientations

- + Employee Orientation to the EAP 30 | 60
- + Employee Orientation to Confide Behavioral Health Navigator 60
- + Manager's Guide to the EAP 60
- + Employee Orientation to Confide Behavioral Health Navigator 60

Financial seminars

- + A Guide to Smart Homebuying Decisions 60
- + Mastering Money Basics 30 | 60
- + Retirement: Dreaming of the Future 60
- + Retirement: Getting Started 30 | 60
- + The Financial Well-Being Playbook 60

Note: Legal and financial seminars are two employer service hours (ESH) for each request.

Key: Available time frames 30 | 60 | 90 minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

Management Trainings

**+ Managers power your organization.
Help them be their best in every way.**

Your managers have a lot on their plates these days. From stressful workplace issues, such as performance management or substance use concerns, to honing skills needed to maximize success in a diverse and ever-evolving workplace. And everything in between.

The EAP provides a library of seminars to empower your managers—and keep your organization running effectively.

To learn more, contact your **Employer Service Coordinator team** at 888.736.1377 or eshcomments@evernorth.com.



Management Trainings



Beating Burnout for Managers

60

Most of us have bad days at work but when “bad days” become weeks, you may be looking at a state of burnout. In this seminar, we’ll review what burnout looks and sounds like, and ways to discuss it openly. Then we’ll explore proactive strategies to help you get ahead of burnout... for you and for your team!

Compassionate Leadership

60 | 90

Does compassion really belong in a leader’s skill set? Research says yes! In this seminar, we’ll discuss what compassion looks like in the workplace. You’ll practice strategies for showing yourself compassion, as well ways to show your team that you care. Learn how you can use this powerful tool to drive productivity and engagement, and create positive working relationships with your team. *Interactive scenarios included with 90-minute time frame.*

Domestic Violence and the Workplace: A Manager’s Role

60

Recognizing the signs of partner violence and addressing it in a safe and respectful way can be a challenge. Join us to gain a better understanding of domestic violence and how it can impact the workplace. Learn and practice real-world response strategies and discover how your EAP can help.

DOT Drug and Alcohol Supervisory Training

2 hours

This seminar is only available to companies who have purchased DOT/SAP services through the EAP.

In transportation roles, substance use can be a matter of life and death. This seminar will review DOT regulations as they pertain to your industry. We’ll discuss the signs of substance use and explore how to respond in real-life scenarios. You’ll learn how to recognize reasonable suspicion and how to approach and assist an employee who may have a problem.

Note: This training will meet DOT requirements for a supervisory drug/alcohol training. It is not a comprehensive training on DOT regulations. Training is not specific to a modal agency and is not state-specific.

Drug and Alcohol Awareness for Managers

60 | 90

Join us to talk about the role that you can play if substance use impacts your workplace. We’ll review properties of commonly used drugs and how to recognize signs of substance use. Understand what “reasonable suspicion” is and isn’t, and learn how to respond appropriately.

Effective Leadership Communication

60

It’s hard to lead when no one is following. Connection is vital and communication is a key way to get it. Join us to explore how emotional intelligence shapes communication. Assess your skills for strengths and weakness. Learn ways to help you connect with others and meet your goals.

Leading in Complexity

60

In complex situations, the management strategies you’ve been trained to use may stand in your way. Join us as we explore complexity in the workplace — what it is and why it can be difficult to manage. Learn how you can innovate, make decisions, and foster team creativity, even when the outcome is unclear.

Manager’s Guide: Civility and Respect at Work

60

From rude interactions to thoughtless comments, disrespect can creep into any workplace. Gain strategies for identifying and responding to disrespect. We’ll touch on harassment and bullying and share ideas for shaping a workplace culture where everyone feels valued.

Manager’s Guide: Coaching in the Workplace

60 | 90

Looking for a way to boost performance on your team? In this introduction to coaching, you’ll learn how a coach approach can help increase productivity, drive improvements, and strengthen job satisfaction. We’ll review when and how to apply a coaching strategy. And explore the skills needed to support coaching success.

This seminar is an introduction and does not constitute a comprehensive how-to training.

Key: Available time frames **30** | **60** | **90** minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

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Management Trainings



Manager's Guide: Communication Toolkit 60

Communication is one of the most valuable tools you have as a leader. As with any tool, it's important to learn how to use it most effectively. This seminar aligns communication strategies with managerial roles and goals to help you maximize your effectiveness. We'll review key verbal, non-verbal, and virtual skills. And share helpful tips for more effective listening.

Manager's Guide: Critical Incidents and the Workplace 60 | 90

A traumatic event at or in the area of your workplace can have a wide-reaching effect. Responding quickly and effectively can help the workforce navigate the stress with greater resilience. Gain insights, strategies, and resources that can help you be ready to respond with support in the immediate aftermath and beyond.

Manager's Guide: Depression in the Workplace 60

Join us for this overview of clinical depression and how it can impact the workplace. Learn how to respond and offer the support an employee may need to address the issue. We'll also discuss suicide risk factors and warning signs, and management response strategies.

Manager's Guide: Gender Transition and the Workplace 60 | 90

When an employee begins a gender transition, a manager's role is to provide leadership that is both knowledgeable and sensitive. We'll review key concepts related to gender identity and discuss what it means to transition. You'll learn business best practices to support a transitioning employee and promote a respectful response to this change. *Recommended as a 90 minute seminar.*

Manager's Guide: Grief and Loss at Work 60

When a death or serious illness impacts the workplace, it can present a manager with unique challenges, from breaking the news to supportive actions. We'll review the grief process and explore what an empathetic approach looks like. Practice with real-world scenarios to develop the ability to deliver sensitive support.

Manager's Guide: Inclusive Leadership 90

Diversity can have big payoffs, but creating a workplace environment that maximizes the benefits may be challenging. In this seminar, we'll discuss inclusivity and what it looks like. We'll explore the role of bias in management decisions and talk about the concept of cultural humility. Discover ways to promote team cohesion and equity in your workplace.



Key: Available time frames 30 | 60 | 90 minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

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Management Trainings



Manager's Guide: **Leading Generations at Work** 60 | 90

While the generations have much in common, there can be some differences when it comes to managing them. Understanding the influence of generational traits can give you an edge. Explore factors that shaped the generations and how they may show up in preferences and styles at work. Learn what drives disconnects and how you can reduce friction and bring out the best in your team.

Manager's Guide: **Leading with Emotional Intelligence** 60 | 90

Emotional intelligence has been identified as a key leadership trait. In this seminar, we'll take an in-depth look at the role of emotions in the workplace. Learn what emotional intelligence looks like in a management role, and gain strategies for using it to inspire, build relationships, and manage conflict effectively. *Recommended as a 90 minute seminar.*

Manager's Guide: **Making a Management Referral** 60

You may have heard that the Employee Assistance Program can be a very useful management tool, but how does it work? We'll discuss the many ways management consultations can help in your role as a manager. Learn the steps for referring an employee to the EAP and discover resources available to you.

Manager's Guide: **Managing Workplace Conflict** 60 | 90

Conflict happens, but when disagreements go unresolved or escalate, it can lead to a stressful, even toxic, work environment. We'll share a stepwise approach to effectively evaluate signs of conflict and facilitate solutions. We'll discuss the value of constructive conflict and how to empower employees to make productive resolutions the norm.

Manager's Guide: Mental Health at Work 60

Recognizing and responding to signs of mental health distress is important to support your employees. In this seminar, we'll look at the impact of stigma and the challenges of starting a conversation. We'll explore different scenarios and discuss what you might see and how to respond.

Manager's Guide: **Psychological Safety at Work** 60

Research tells us that psychological safety plays a vital role in a healthy workplace. Explore key related skills, such as communication strategies, delivering feedback, and goal-setting. Learn how you can help foster a sense of psychological safety on your team.

Manager's Guide: **Sexual Harassment Awareness** 60 | 90

Sexual harassment is a serious workplace issue. Before you can address it, you need to be able to recognize it. Join us for this seminar to get a clear picture of what sexual harassment looks like and steps you can take if it happens in your workplace.

Manager's Guide: **Strengthening Your Team** 60 | 90

Your team works, but does it work well? Join us to discuss what goes into making an effective team. Explore your team's strengths and weaknesses. Review your role in bringing out their best. We'll discuss how to handle negative attitudes, styles, and behaviors that can impact the team dynamic.

Manager's Guide: **Supporting Employees After a Traumatic Event** 60 | 90

When an unexpected, traumatic event happens, everyone is affected. Join us to gain insight into how the workplace can be impacted so you can be prepared if an incident occurs. We'll share supportive responses that can help you and your employees regain balance.

Key: Available time frames **30** | **60** | **90** minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

Management Trainings



Manager's Guide: The Challenge of Organizational Change 60 | 90

Leading through a major change can be one of the biggest challenges you face as a manager. We'll discuss the change process and common reactions you may face. You'll gain strategies and tools you can use to support employees, maintain productivity, and keep your balance as you steer through unpredictable waters. *Interactive scenarios included with 90-minute time frame.*

Manager's Guide to Performance Management 60 | 90

In this seminar, we'll teach you how to encourage optimal performance in an approachable way. We'll discuss how to give both positive and negative feedback, and how to develop clear, actionable goals. You'll learn strategies for managing difficult employees and discover how your EAP can offer assistance.

Manager's Guide to the EAP 30 | 60

Did you know that EAP spells support? You've probably heard that the Employee Assistance Program (EAP) is a company benefit, but you may not know the wide range of services it provides. Join us to explore all the ways that your EAP can support you, as a manager and an employee.

Manager's Guide: Violence in the Workplace 60 | 90

No one wants to believe that violence could erupt in their workplace, but it can. In this seminar, you'll learn how preparation – as a manager and an individual – may help reduce the risk. We'll review red flags and triggers. Explore how to spot and stop trouble early. And discuss how to respond in threatening situations.

Managing a Virtual Team 60

For many, "going to work" means walking into a home office. This arrangement offers perks, but also brings challenges, especially for a manager. Join us to review best practices for managing a virtual team. Discuss performance management and productivity. Learn the value of trust and how to build it virtually.

Managing in a Hybrid Workplace 60

Managing in a flex-style work environment can bring new challenges. Learn core strategies for supporting your team and maximizing performance, including how to foster psychological safety, prioritize fairness, and nurture a cohesive culture. Discover how to be an effective leader for all employees, no matter where they work.

Mindful Leadership 60

The pace and pressures of today's work life can challenge any leader. The practice of mindful awareness can help tame the stress and bring clarity to decision-making. Join us to explore how mindfulness can positively impact performance and help you lead with authenticity and compassion.

Stress Management for Managers: Employee Stress 60

As a manager, you can't eliminate work stressors, but you are in a position to help employees manage them. We'll discuss how to spot signs of stress and address triggers. Learn moves to bring stress down and build resilience up.

Stress Management for Managers: Manager Stress 60

Stress and management are nearly synonymous. Take a timeout with us to get strategies you can use to bring the pressure down. We'll discuss in-the-moment strategies and proactive moves to help you better manage your stressors. Learn how to tap your resilience and gain control of stress.

Suicide Awareness for Managers 30 | 60

It's worrisome to imagine dealing with a suicidal employee, but knowing how to respond offers valuable preparation in the event that you must. We'll review facts about suicide and the potential impact on the workplace. You'll learn risk factors, how to talk to someone who is suicidal, and steps to take when someone may be at risk.

Key: Available time frames **30 | 60 | 90** minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

Management Trainings



Supporting Employees During Stressful Current Events

60

When a distressing event occurs, it can cause uncertainty and intense emotions. In this seminar, we'll discuss the impact of stressful events and how that impact might show up in the workplace. We'll review how to provide meaningful support and share tips for communicating with care and sensitivity to help your team reclaim balance. And learn how your EAP can help.

Supporting Employees Through Change: Returning to the Workplace

60

A return to an in-office or hybrid work arrangement may be a dramatic change in your workplace. In this seminar, we will review the change process and common reactions you may face as you manage your team through this transition. We'll give strategies and tools to help support your team and keep your balance as you steer through unpredictable waters.

Talking to Employees About Sensitive Subjects

60

Body odor, unpleasant habits, inappropriate behavior... bringing up sensitive topics to an employee can be a challenge. Learn why confronting issues indirectly doesn't work. Review behaviors that derail solutions. And get guidance on how to tackle issues directly, clearly, and with dignity.

The Impact of Racial Injustice: Supporting Employees

60

Events of racial injustice can impact you and your employees. Learn about stress reactions and how they might affect the workforce. We'll share communication best practices for addressing the topic with sensitivity. We'll also explore how you can support your employees and take good care of yourself.

Whole Person Wellness for Leaders

60

Join us to explore the idea of whole person health and how it can empower you as a leader. We'll discuss the impact of stress and how to become more stress-resistant and resilient. Strategies include building self-awareness, managing challenging mindsets and emotions, as well as investing in self-care, interpersonal connections, and the power of purpose.

Key: Available time frames **30** | **60** | **90** minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

Legal and Financial Seminars

+ Keep your wallet healthy, too!

From planning holiday spending to paying for college or buying a house. Financial and legal issues can be confusing and extremely stressful.

Your employees' financial health affects their mental and physical health. The EAP can help your employees get and keep their finances in order. And we can help them cut through the "legal-speak" to understand their rights as they navigate the legal system.

Allow at least 6 – 8 weeks advance notice for legal or financial seminars. Please note: Legal and financial seminars are not available outside the United States. Legal and financial seminars are two employer service hours (ESH) for each request.

To learn more about legal and financial seminars, contact your **Employer Service Coordinator team** at **888.736.1377** or eshcomments@evernorth.com.



Legal Seminars



Avoiding Holiday Shopping Fraud

60

Huge sales, must-have gifts, and rushing for last minute items have become too familiar. When holiday shopping, we often let our guard down and accidentally expose personal financial information. In this class, our Fraud Resolution Specialist will discuss how to prevent fraudsters from using your shopping to their benefit.

Avoiding Tax Filing Fraud

60

Tax filing can expose a substantial amount of personal information – annual income, retirement plans, and Social Security number to name a few. Data thieves are looking to prey on this information and sell it on the dark web. In this class, we'll discuss the warning signs of tax-related fraud and share tips on safely filing your taxes.

Battling Unemployment Fraud

30

With COVID-19, jobless claims have ballooned, creating an historic identity theft problem. Identity thieves are taking advantage of state unemployment (UE) systems overwhelmed to meet the unprecedented demand. In this class, our Fraud Resolution Specialist explains the prevalence of UE fraud and how to lessen its financial and identity theft damage.

Data Breach Education

60

We hear about data breaches all the time – another company is breached; another card scanner is hacked. The more we're desensitized to its reality, the more of a chance we're impacted by one. In this class, our Fraud Resolution Specialist will discuss how to evaluate the severity of data breaches and how to protect personal information.

Detecting and Avoiding Scams

60

Bank account and device access scams are not only giving thieves the ability to access your financial accounts, but they are also stealing your money. In this class, you will learn how to detect and avoid these scams and outline measures you can take in order to protect your financial assets.

Estate Planning 101

30 | 60

Believe it or not, you have an estate! Think about family possessions, bank accounts, houses, investments, even furniture. Estate planning helps you prepare for how your estate will be distributed. In this class, we explore the common legal tools used to manage and preserve assets.

ID Theft Protection 101

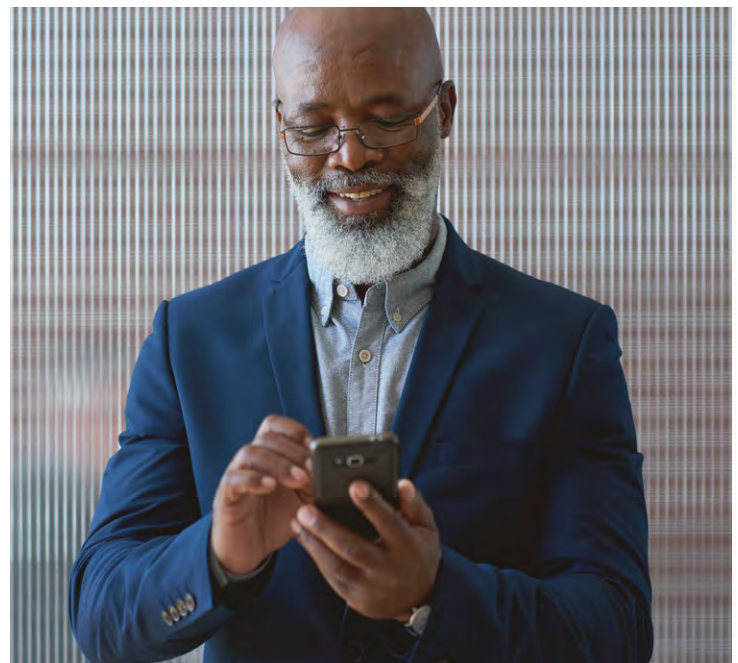
60

Today, someone becomes a victim of identity theft every two seconds. In this class, our Fraud Resolution Specialist will share tips on how to defend against identity thieves and how to lessen the impact if victimized. Let's pull back the curtain and reveal how fraudsters attempt to steal our data.

Legal Resources for Caregivers

30

For loved ones who have an inhibiting mental or physical condition, there are specific laws in place to protect their rights. In this class, we outline several legal tools and programs that assist the needs of the elderly and disabled, and how to help set them up for success.



Note: Legal and financial seminars are two employer service hours (ESH) for each request.

Some legal seminars are only available as webinars. Please consult with your Employer Service Coordinator.

Key: Available time frames **30** | **60** | **90** minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

Legal Seminars



Personal Data Security 60

A security incident doesn't necessarily result in identity theft victimization. In this class, our Fraud Resolution Specialist will share the best practices to help maintain your personal information safety. We'll also discuss the identity protection and restoration services available to you through the Employee Assistance Program. *This class is offered only as a response to a company data breach.*

Planning Future Medical Decisions 30 | 60

If you become incapacitated or unconscious, an advance health care directive can help ensure pre-determined health care choices are kept and ease the burden on your family. In this class, we discuss what legal documents are needed to start a future medical plan.

Social Media Privacy 30

Social media is designed to share information, photos, and thoughts with other people. But how safe is it to be sharing your private information on public platforms? In this class, our Fraud Resolution Specialist will discuss how oversharing can endanger personal and financial safety.

Note: Legal and financial seminars are two employer service hours (ESH) for each request.

Some legal seminars are only available as webinars. Please consult with your Employer Service Coordinator.

Key: Available time frames **30** | **60** | **90** minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

Financial Seminars



#Adulting: Surviving to Thriving

Adulting can be overwhelming, but it doesn't have to be. We'll explore opportunities and decisions for managing your finances as an adult and provide some strategies for overcoming common obstacles. Learn about topics like budgeting, saving, investing, and debt management, communication and goals. Whether you're just starting or want to refine your skills, this event can provide tools and knowledge to help you.

A Guide to Smart Homebuying Decisions

Buying a house could be one of the largest purchases you ever make. This event can help you navigate the process. We'll cover topics like budgeting, financing options, and finding a real estate agent. You'll learn about avoiding common pitfalls and different types of mortgages. We'll explore some financial benefits, such as potential tax advantages and building equity.

Balancing Your Financial & Emotional Well-Being

Stress is something we all experience. Financial and emotional strains are common, routinely appear together, and can significantly influence our lives. Successfully reducing these stressors is key to overall wellness. We'll walk through several financial challenges and offer tips on how to manage them. We'll also talk about how to work with resources and how professionals can help.

60 Building Financial Resilience

We may all face a financial setback at some point in life. How will you react? What is the plan? We will walk you through a process that includes assessing the challenge and the impact on your finances. Then we'll review how you can take action and get prepared for future difficulties.

Dollars & Sense: A Guide to Budgeting 30 | 60

Sticking to a budget can be tricky. But it can also help you build a positive cash flow and reach financial goals! We'll outline a process for creating a spending plan that fits your needs and offer practical tips for making it last. Learn what goes into a budget and gain control of your money. Whether you're new to budgeting or want to improve your current approach, you can gain valuable resources for achieving financial stability.

Estate Planning: Financial Basics 60

Many people put off estate planning until it's too late. We'll provide practical tips for creating a plan that reflects your values and goals. We'll cover various financial factors and tools that can help protect your assets and ensure your wishes are carried out – like wills, trusts, powers of attorney, and healthcare directives. Join us to learn how you can start securing your legacy today.



Note: Legal and financial seminars are two employer service hours (ESH) for each request.

Key: Available time frames **30** | **60** | **90** minutes.

To coordinate a seminar, please call 888.736.1377 or email eshcomments@evernorth.com.

Please note that Employer Service Hours will be deducted from your account for cancellations/changes with less than five full business days' notice.

Financial Seminars



Investing Basics: Growing Your Wealth 30 | 60

Investing can be intimidating, especially if you're new to the game. We'll talk about the basics of investing, including different types and evaluating risk and return. Whether you're saving for retirement or just want to grow your wealth, this event can provide education, tools, and confidence to help you get started.

Managing Financial Needs of Children and Aging Parents 30 | 60

Navigating personal finances can be daunting for anyone, but if you support your children and aging parents or grandparents, you are likely facing much greater challenges than most. Help has arrived! We'll show you how to assess your financial and personal capacity and set realistic boundaries to help you through this stage of life. We'll talk about how to handle setbacks and remain resilient, and provide resources to help you manage your financial goals.

Mastering Money Basics 30 | 60

If you want to feel confident about your personal finances, consider following a plan that has four components: controlling spending, managing debt, prioritizing savings and maintaining excellent credit. If you lose focus on any of these disciplines, you risk adding stress to your life. This class explains the importance of each component of your plan and helps you get started.

New Year, New You: Turning Goals Into Reality 30 | 60

Many of us start the new year with big dreams and ambitious goals, but as time goes on, we find it hard to reach the finish line. We'll explore the art of goal-setting and provide ideas for staying motivated. Learn about anticipating challenges and ways to celebrate your progress.

Overcoming Debt & Achieving Financial Freedom 30 | 60

Debt is one of the biggest obstacles keeping people from reaching their financial goals. This event will encourage you to prioritize debt management and provide options for getting started. We'll review specific debt reduction strategies and how to write and follow SMART goals. We hope you leave this event motivated and more confident about reducing your debt.

Planning for College 101 60

Financing a college education is a big task. This event explores things you may need to know about funding education, including how to apply for federal and state financial aid, scholarships and grants, and other funding options like a 529 plan. We'll also touch on budgeting for college expenses. Whether you're supporting a loved one or you're a student yourself, this event can help.

Relationships & Money 30 | 60

Money can be a tricky subject, especially when it comes to relationships. This event explores the various ways that finances can impact relationships and how you might approach money in a healthy and sustainable way. Learn best practices to improve communication skills with friends and family.

Retirement: Dreaming of the Future 60

For a satisfying retirement, it's important to integrate your finances with your passions, purposes, and priorities. What do you imagine for your retirement lifestyle and expenses? Your current decisions will impact whether you can sustain the future you envision. Learn how you might assess where you'll live, your travel expenses, funding new skills and hobbies, opportunities to give back, and the implications of different lifestyle decisions.

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Financial Seminars



Retirement: Getting Started 30 | 60

A critical step towards a solid retirement plan is establishing savings goals. We'll review goal-setting strategies that can help you stay on track with retirement savings. Learn about estimating the amount you may need to save by retirement, calculating how much to invest, and retirement accounts.

Smart Money Moves: Holiday Planning 30 | 60

The holidays are a time for celebration but can also bring stress and financial strain. We'll look at the financial side of holiday planning and provide ideas for keeping your budget in check while enjoying the festive season. Learn about budgeting for gifts and entertainment, and get tips for finding deals and leveraging technology. We'll discuss thoughtful gift-giving strategies, hosting a gathering on a budget, and avoiding debt. *Recommend scheduling in October.*

Smart Money Moves: Tips for Major Purchases 30 | 60

Whether it's a car, living room furniture, or a washer and dryer, big purchases take some special planning. We will discuss factors such as buying now versus later, saving versus financing, and buying versus leasing. We'll also explore credit and budget implications, as well as strategies for planning ahead and saving money in the long term.

Smart Tax Moves: Understanding Tax Returns 30 | 60

This event is designed to help you better understand and feel more confident about the tax filing process. Learn about the basics of tax returns, such as determining your filing status and calculating your taxable income, and more advanced topics like tax deductions and credits. We'll also explore the different types of tax returns, including federal and state returns, and how to file each one.

The Financial Well-Being Playbook 60

Learn from those who have gone before you! This event shares the habits commonly practiced by people who have little financial stress in their lives. Our coaching staff has conducted over a million financial consultations, and the most experienced coaches were interviewed to develop this presentation. The goal is for attendees to take pride in the processes they are practicing well and to develop an action plan to address the habits they would like to improve.

The Student Loan Survival Guide 60

Repaying student loans can be a daunting task, but it is possible! We'll explore some of the elements you can use to create a student loan repayment plan, including evaluating your repayment options, negotiating with lenders, and adjusting your budget to help with timely payments. We'll also look at options like consolidating loans, refinancing, and how to apply for loan forgiveness programs.

Thriving in Challenging Economic Times 60

Feeling the sting of a tough economy? Market changes and inflation can lead to rising levels of financial frustration. We will discuss steps you can consider to reduce or avoid added stress. We'll also talk about what may be causing the change in prices, how you might adjust your budget, and resources available to you.

Unlocking the Power of Your Credit 30 | 60

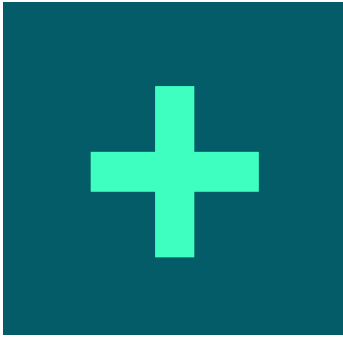
Credit plays a vital role in achieving financial health, yet many people struggle to understand and effectively manage their credit. In this informative and engaging session, we'll dive into the fundamentals of credit, including how it works, how to establish and maintain good credit, and common mistakes to avoid.

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