

WELLBEING IN UNCERTAIN TIMES UMBRELLA OVERVIEW SESSIONS

These 90-minute *face-to-face* or *online* introductory sessions have been developed to support people living with uncertainty in their workplace, whether it's our global environment as we live with COVID-19 or closer to home with organisational changes and disruption. They've intentionally been designed to be provided online whilst keeping participants active and engaged and providing people with practical wellbeing strategies for action in these uncertain times.

90 minutes | Fee: \$1500 + gst | Max 10 participants
Please enquire for a Webinar price up to 100 participants

1. STRENGTHENING RESILIENCE DURING UNCERTAIN TIMES

FOR ALL STAFF

Overwhelmed, surviving, adapting and thriving.

Together, these four descriptors help people reflect on their resilience during this uncertain time and highlights that our resilience is fluid.

Our aim is to raise understanding of people's responses right now and to normalise these. Using a New Zealand model of wellbeing, get ready to identify the things you are doing well already and pick up new helpful strategies.

- Diaphragmatic breathing
- Stop and pause
- Take control
- Acknowledge your reactions right now
- Boost positive emotions

“Really useful insight and guidance on how to cope, not only during a period of dramatic change, but with life in general.”

Session objectives:

1. Understanding and normalising people's responses to uncertainty.
2. Understanding the science of stress.
3. Introduce Te Whare Tapa Whā as a model to help recognise signs of stress.
4. Use the four walls of Te Whare Tapa Whā to promote healthy habits for wellbeing.
5. Leave with practical strategies to strengthen your own resilience during this time.
6. Create an action plan to help you follow up on the session.

“Really impressed by the quality of the workshop, and the robustness of advice provided. Felt very secure in taking this information away and being confident that it will make a real positive impact.”

“I got a lot out of this course. The info was down-to-earth and the activities are something I can easily incorporate into my day. Will recommend to my colleagues.”

2. LEADING WELLBEING DURING UNCERTAIN TIMES

FOR LEADERS

As our global business environment continues to change, organisations are having to adapt at rapid speeds to support both their people and their customers. This session has been specifically designed with people leaders in mind to help gauge where they are at in terms of their own wellbeing, recognise and normalise their own reactions, as well as understanding what their people might be experiencing right now.

We provide a New Zealand model of wellbeing on which to centre our conversations. Leaders can expect to come away with practical strategies to boost their own wellbeing as well as actively reflecting on how they best support their people right now, “walking the talk” and leading effectively.

We also cover these practical wellbeing strategies:

- Diaphragmatic breathing
- Stop and pause
- Take control
- Acknowledge your reactions right now
- Boost positive emotions – for yourself and your people

Session objectives:

1. Understanding and normalising your people’s responses to uncertainty.
2. Understanding the science of stress and how it is likely to impact on your people.
3. Introduce Te Whare Tapa Whā as a model to help spot signs of stress.
4. Use the four walls of Te Whare Tapa Whā to promote healthy habits for wellbeing with your people.
5. Leave with practical strategies to strengthen your own wellbeing during this time.
6. Create an action plan to help you follow up on the session.

“Will be referring to this material frequently to adopt throughout work and life experiences.”

3. LEADING YOUR PEOPLE IN THE FACE OF UNCERTAINTY

FOR LEADERS

When organisations experience extended periods of disruption, uncertainty and complexity, it’s important to transition well from an initial “sprint of change” to a long-haul “marathon of change” in a way that is sustainable. Remaining flexible and balancing competing demands on attention, energy and time will be fundamental to sustaining your people’s wellbeing and your organisation’s capacity to thrive.

This session is specifically designed for people leaders facing these challenges. It aims to get leaders to reflect on both their individual wellbeing, as well as the wellbeing of their teams. Leaders can expect to learn practical strategies to apply as we transition from an initial “sprint” to a long haul.

Leaders play a vital role in helping people recover from “change marathons”. The way they lead will have a significant impact on their people as we move forward.

Practical strategies will include:

- A simple grounding technique.
- A three-step process to monitor your team’s wellbeing.
- A tool to help respond more intentionally and less reactively.
- Ways to identify leadership skills, values and strengths.
- Easy-to-use relaxation and calming skills.

Session objectives:

1. Understand the impact that the current environment might be having on leaders and their teams.
2. Identify helpful leadership qualities for this time.
3. Introduce a model for balancing emotions right now.
4. Learn practical tools for:
 - managing stress
 - sustaining motivation and drive
 - maintaining relaxation and recovery.
5. Develop an action plan to help put in place ideas from the session.

4. ADAPTING TO THE CHALLENGES OF UNCERTAINTY

FOR ALL STAFF

When organisations experience extended periods of disruption, uncertainty and complexity, it's important to transition well from an initial "sprint of change" to a long-haul "marathon of change" in a way that is sustainable. Remaining flexible and balancing competing demands on attention, energy and time will be fundamental to sustaining your own and others' wellbeing and being part of your organisation's capacity to thrive. As we move from "sprint" to long haul, so too our mindset and responses need to evolve.

This session draws on the science of wellbeing and provides participants with a framework to understand and manage mental health and wellbeing, as well as practical strategies to apply.

Practical strategies will include:

- A simple three-step process to monitor your wellbeing.
- A quick tool for reflecting in difficult moments.
- Identifying what will sustain you, personally.
- Easy-to-use relaxation and calming skills.

Session objectives:

1. Understand the science and impacts of sustained stress.
2. Learn about our key emotional and behavioural systems and how they may be affected by the current environment.
3. Recognise when your current response patterns are becoming unhelpful.
4. Learn practical tools for:
 - managing overwhelm and anxiety
 - sustaining motivation and drive
 - maintaining relaxation and recovery.
5. Develop an action plan to help put in place ideas from the session.

We also offer a version of this session specifically for people leaders, with a focus on how to apply this knowledge and use these techniques to boost their own wellbeing and to best support their people.

5. GROWTH THROUGH ADVERSITY

FOR ALL STAFF

2020 has brought disruption and challenges we couldn't have foreseen. As a result, many of us have experienced a rollercoaster of emotions and reactions. In this session, we discuss common adjustment responses to help make sense of our recent experiences, and we draw on the science of post-traumatic growth and positive psychology to explore how we can connect with what is personally meaningful and motivating to us as we navigate the challenges we now face.

Session objectives:

1. Understand common reactions to uncertainty and adjustment.
2. Reflect on important values from this time of disruption.
3. Compare your priorities with how your time is being spent.
4. Align your time and energy with what is important to you.
5. Create an action plan to help you follow up on the session.

"It's invaluable to feel the support that's there from a professional and innovative organisation."

"Umbrella presented some interesting material and created a positive space for discussion. I felt connected with the other attendees and got a lot out of it personally."

"I really like the evidence based combination of brain science and practical strategies."

"Highly useful and relevant."

"Always love Umbrella sessions and always find them hugely beneficial in my professional and personal life."

"Very pragmatic and applicable. Good framing of psychological understandings."

"Wonderful presenter, fantastic content, awesome delivery."

"Excellent presentation, engaging and informative."