

- Physical health – Healthy diet and exercise
- Mental Health & Stress Management
- Financial wellbeing
- Mindfulness
- Hypnotherapy
- Sleep routines and quality
- Spiritual Health

## What do Prestige HR offer?

At Prestige HR, we work with:

- Businesses and organisations of all sizes
- All industry sectors
- Users of all ages, from school children to an aging workforce

We support businesses and organisations through:

- Individual Side by Side Coaching and Mentoring
- Employee Wellbeing training and strategies
- HR consultancy & training
- Health and Safety training & consultancy

Our experienced consultants and trainers provide personalised support, whether you are introducing wellbeing for the first time or if you have an established strategy that you want us to deliver or review.

Our aim is to assist organisations in creating a positive, well-balanced working environment for their employees so that they thrive in their work, deliver on company goals and continue to develop a healthy lifestyle.

The impact of a healthy lifestyle provides many benefits to the individual and the business. Focus on tasks, become more efficient, improvement in relationships, promotes a healthier workforce, increase in wellbeing, improves physical and mental health resulting in effective productivity.



# Employee Wellbeing Courses

## Introduction to Mental Health and Stress Awareness

This is the introductory programme on mental health and stress in the workplace and is ideal for staff and organisations who are completing this course for the first time or starting to implement wellness as part of their daily practice.

### Course content

- What is mental health?
- Being aware of your own mental health
- Triggers
- How to improve your mental health
- Thinking patterns or positive thinking

Duration: 1.5 - 2hrs

Cost: £500 +VAT per group up to 15 delegates

Delivery can be on or off site.

### Our client said:

*Found it helpful discussing ways to reduce stress. Breathing technique is great. Great course & well delivered. Discussing triggers & remedies together was a useful way of knowing how everyone feels similar & how people make themselves feel better. The course is a useful tool to remind us of the benefits of good mental health. I actually feel more positive already!* – MCS Group, Belfast

## Accomplishing Wellbeing

This programme has been designed as a follow on from introductory stress and mental health awareness courses to further enhance learning and compel wellness within an organisation.

It can also be delivered as a standalone workshop.

### Course content

- Mental Health & Stress workshop refresher
- Autopilot engaged
- Build-up of stress indicators
- Your commitment to wellbeing
- Mental Health First Steps – Conversation tips

Duration: 1.5 - 2hr session

Cost: £500 +VAT per session, per group up to 15 delegates

### Our client said:

*Very enjoyable, direct to the point and informative. Conor was lovely, so upbeat & friendly and kept everyone engaged in the topic by getting us to work in pairs and groups. Fun & engaging and got everyone talking to each other.* – Crash Services, Newry & Belfast.

## Resilience

The Resilience Workshop focuses on providing delegates with the knowledge and tools to improve their resilience in the workplace, enabling them to be more focused and productive and reducing the build-up of unnecessary pressure.

### Course content

This course will provide you with the knowledge and understanding of:

- What is resilience?
- Why do we need it?
- How to build our resilience?
- Thinking patterns/Positive thinking

### Who should attend?

This workshop is tailored for all employees including HR Practitioners, Managers/ Supervisors, Owners.

Duration: 2-3 hours

Cost: £500 +VAT per session, up to 15 delegates

## Mindfulness at Work

This is ideal for those organisations or individuals who would like to embed mindfulness within their organisations.

Mindfulness is growing because people are seeking ways to cope with the challenges and complexities of their lives. Developing mindfulness within the workplace/daily life has been proven to reduce reoccurrence rates of depression by 40-50% over 12 months. The benefits of practice are powerful and real with the ability to see life differently.

The training consists of four, six or eight 45min-1hr sessions and can be delivered on or off site.

### Course content

- **Wk 1 Introduction to mindfulness**
- **Wk 2 Understanding the mind**
- **Wk 3 Awareness of self**
- **Wk 4 Appreciation**
- **Wk 5 Self-talk**
- **Wk 6 Trapped in the past**
- **Wk 7 Befriending yourself**
- **Wk 8 Rebalancing your life**

Duration: 4, 6 or 8 x 45mins-1hr sessions

Cost: £100 +VAT per session, per group up to 15 delegates

### Our client said:

*The experience has 100% helped me at work and at home. It has helped me cope with hard times and has given me a new outlook. I am very grateful for what Lorraine did for me.* – Noblett's of North Street, Belfast.

## Mindful Eating

Applying mindfulness is one way to make profound changes in your employee's eating behaviours at work. Mindfulness in general has several qualities: paying attention, on purpose, with a present moment focus. There is also an attitude of open, friendly inquisitiveness about your experience.

Regarding eating, this would be the opposite of eating while in the "automatic pilot" mode. If you are ready to make some changes in your employee's food consumption at work it would be helpful to first take a more focused look at what they are presently doing.

We can deliver a 2-part workshop-style course to help you and your colleagues apply mindful eating to their everyday lives, including at work, to help them build a positive relationship with food and drinks.

Both parts will include short meditations and/or breathing exercises, time permitting.

### Part 1:

- Understanding Mindfulness Meditation and how to it to eating
- Current eating habits and programming
- Desired outcomes and setting goals
- Awareness of Self
- Research into benefits of Mindful Eating
- Tips for slowing down and applying Mindfulness
- Intention setting and Homework

### Part 2:

- Homework review: Self-reflection
- Why are we overweight: Biological factors, habits, childhood programming, etc
- Handling setbacks and triggers
- Importance of Exercise for weight management
- Breaking negative thinking patterns
- Intention setting

Duration: 3 hours total – 1.5hrs per part.

Cost: £500 +VAT up to 12 delegates.

Location: Can be delivered on or off site.

### Optional Bolt-On modules available for any course

- Dealing with negativity of others
- How to change your programming
- Damage of overthinking
- Defeating the enemy within
- Mindful movement

**\*\*Please speak to our consultants for more details.**

## Holistic Therapies

- **Hypnotherapy** is the stress-free way to enjoy amazing self-change, all within minutes. Unlock your full potential with sessions in Success Mindset, Confidence Boost, Conquer Public Speaking, Manage Your Finances With Ease, Stress Releaser, plus many more.
- **EFT** (Emotional Freedom Technique) is a mind/body tool that clears physical and emotional blocks from your energy system. EFT is so easy to learn and apply, it is non-invasive, gentle, forgiving and non-judgmental. It's adaptable to any situation and can be used for anything and everything beyond the obvious negative emotions, like money problems, relationship issues, lack of motivation and even allergies and a sore toe. This opens the technique up to anyone willing to try it.

**\*\*Please speak our Wellbeing Consultant for more details.**

## People Professionals Wellness Training

### Course Option 1 - Introduction to Counselling and Mediation

This training programme is a specialised programme that equips delegates with an understanding, knowledge and toolkit to be more confident when managing differences within the workplace.

The program looks at providing delegates with the skills to feel more confident when dealing with sensitive and difficult situations aiming for a mutual agreeable outcome.

#### What will be covered?

- Holding the space
- Awareness of yourself
- Understanding your own bias'
- Creating the environment
- Empathy skills
- Body language for empathy
- Questioning effectively

Duration: 3 x 3-4hr workshops

Cost: £650 +VAT per session per group up to 15 delegates

#### Our client said:

***10/10 – World Class! Very beneficial to us. We got a different perspective from it and thoroughly enjoyed it***  
– JMK, Newry & Belfast.

## Course Option 2 - Developing a Holistic Wellbeing Strategy

This programme is focused on those individuals who are currently working in a HR role regardless of qualification or length of experience. It focuses on continuous learning, upskilling HR professionals to be the best version of themselves in work, not just now, but ensuring they have the skills necessary for HR and people management of the future. This is ideal for HR professionals whether they have wellness practices in place or just starting off.

### What will be covered?

- Understanding why it is important to be aware of staff wellbeing
- Creating an environment and culture to be supportive
- Creating open and honest communication channels
- Developing a business case for wellness
- Moving from absence management to holistic wellbeing
- Presenteeism
- Wellbeing strategy

Duration: 4hr session

Cost: £650 +VAT per session per group up to 12 delegates

## Management/Leader Wellbeing Training

### Course Option 1 - Mindful Leadership

Mindfulness is the ability to find calm in the chaos, stillness in the busyness of life and the ability to get back to 'me' as quick as possible. Mindfulness brings an awareness of 'you' as the leader, an awareness of others and the ability to focus on what is important.

When you have a greater awareness of yourself you have a much better awareness of the impact you have on others; you feel the connection with the other person, you are much more compassionate in your communication with them and you listen much better. All making you a better leader.

The ability to focus on what is important brings greater focus and attention to what you are working on, allowing you the space to deal with whatever you face, in a calm and focused way. You have a greater clarity to creatively identify solutions and you are conscious of decisions rather than work on autopilot.

### What will be covered?

- Assess your Leadership Performance across a number of measurement tools and identify your career development objectives
- Confidence Building
- Stress Management, building resilience and mental toughness to handle the Leadership challenges you may face
- Identifying the Opportunities and stresses in your roles; and overcoming the real fears of today's Leaders
- 'Success Mind' Mindfulness program
- Impact of Mindfulness on your organisation
- Mental Health First Aid training
- Resilience training
- Option to add Hypnotherapy for confidence building, individual and/or organisational success

Duration: 3-4hrs session

Cost: £650 +VAT per session per group up to 15 delegates

## **Course Option 2 - Dignity at Work for Managers – Understanding harassment and bullying, etc.**

This programme is focused on providing candidates with a good understanding of how to: Identify forms of and differences between bullying and harassment. Identify the main sources of law that apply to bullying & harassment in the workplace. Outline employer & employee responsibilities and understand the corrective action they can take to create a harmonious workplace

### **What will be covered?**

- Definition of Bullying and Harassment
- The main sources of law that apply
- Employer and employee responsibility including vicarious liability
- Corrective action
- Harmonious workplace

Duration: 3hr session

Cost: £650 +VAT per session per group up to 15 delegates

## **Course Option 3 – Leadership Academy**

The Prestige Leadership Programme is our flagship programme that has been designed in collaboration with experienced Leaders to address and equip delegates with the skills to tackle the challenges faced by today's mid-to-senior level leaders.

The programme is written for Leaders of managers or those managers at middle management level.

### **What will be covered?**

- Where you are as a leader and develop your career plan to continue your personal development
- How to Inspire and Lead others across the organisation and through different levels
- The art of collaboration and effective communication
- How you relate to people you work with
- Solving complicated problems and taking wise action in rapidly changing conditions
- Managing stress and building resilience to be effective in your role
- Whilst building a network of supportive leaders to assist you in your continuous development

### **Who should attend?**

- Mid to senior level leaders
- Leaders who lead other managers; operational, group or department managers
- Middle managers who are bridging the gap between front line and management

Duration: 8 months (guide)

Cost: £800 +VAT per 6 delegates

Location: This training can take place in house for your own convenience or at external premises

**CALL 02830252107 or EMAIL [hello@prestigehr.co.uk](mailto:hello@prestigehr.co.uk) to enquire and book.**