



FOUNDATIONAL TRAININGS

Foundational trainings aim to establish a solid base and structure for addressing prevalent workplace issues. Their purpose is to equip employees and leaders with the necessary tools to identify and address emotional distress both within themselves and in their surroundings.

ABOUT US

Maryellen Dance, LMHC Director of Corporate Training

Maryellen Dance is the Director of Corporate Training for **eni**, a Licensed Mental Health Counselor (LMHC), and is trained in Eye Movement Desensitization and Reprocessing therapy (EMDR). She has worked in a variety of settings with a diverse range of populations, including both children and adults. Maryellen has supported people with: substance abuse, eating disorders, domestic violence, personality disorders, bipolar disorders, and much more. Maryellen brings over a decade of professional Mental Health and training experience to our service offering, and personally collaborated on the course material we deliver.



CORPORATE TRAINING: THE KEY TO ADDRESSING MENTAL HEALTH IN THE WORKPLACE

The US Surgeon General identifies a mental health crisis as a key contributor to labor shortages. The World Health Organization (WHO) recommends training as the foremost solution to protect workplace mental health, enhance knowledge, and reduce stigma. To respond, our Corporate Training Services are strategically designed to address these challenges and help your organization thrive.

Depression and anxiety, affecting millions globally, result in a \$1 trillion loss in productivity annually. Furthermore, a significant portion of younger employees leave jobs due to mental health reasons. Our services aim to curb these trends by increasing productivity, employee satisfaction, and fostering a supportive work environment.

Offering a diverse range of courses, including Stress Management, Conflict Resolution, and Mental Health Awareness, we equip employees with the necessary tools to balance work and personal life. Under the guidance of Maryellen Dance, LMHC, our programs are crafted with expertise and a deep understanding of mental health issues.

Invest in our Corporate Training Services to transform your workplace into a healthier, more productive environment. Together, we can address the mental health crisis and pave the way for a more resilient future.

FEATURED TRAINING



OUR CLIENT'S TOP PICK

Wondering what's trending in the industry? Our "Featured Training" section highlights our most requested training of the quarter.

BURNOUT AND SELF CARE:

Topics in this Training include:

- Self care assessment
- Barriers to self care
- Burnout definition
- Signs/symptoms

FOUNDATIONAL TRAININGS

Foundational trainings, as the name suggests, aim to establish a solid base and structure for addressing prevalent workplace issues. Their purpose is to equip employees and leaders with the necessary tools to identify and address emotional distress both within themselves and in their surroundings. By undergoing these trainings, individuals gain extensive knowledge and become more proficient, resulting in a highly skilled and efficient workforce. Each training session has a duration of 1 hour. All trainings covered by your contract can be utilized for the trainings available in the foundational section.



It's important to note that these training programs are pre-written and therefore cannot be customized to individual needs or specific organizational requirements. These pre-written programs serve as a foundation, ensuring that key topics and essential information are covered consistently for all participants. Rest assured, our trainers are skilled at delivering the material effectively to meet the learning objectives and provide valuable training experience for all participants. Our approach to delivery adapts to suit the specific needs and preferences of our audience.



MANAGING STRESS

Stress is an everyday occurrence but each individual responds differently to the pressures of life. The stress management training is designed to help individuals become aware of the stressors in his/her life, identify their own unique response to stress, and learn proven strategies to help manage stress. These strategies will help us to remain calm and effective in high pressure situations and help us to avoid the health problems associated with long term stress.

Topics discussed in this training include:

- Defining stress and stressors
- How stress affects physical health and emotional wellness
- Identifying your individual stress response
- Targeting Stress: Strategies to reduce, prevent and cope with stress
- Prioritize the important vs. the unimportant and apply stress management strategies



Course Objective:

Learn how to identify stressors at work and home and develop strategies towards stress management.



WORK/LIFE BALANCE

There was a time when the boundaries between work and home were fairly clear. Today, however, work is likely to invade your personal life and maintaining work-life balance is no simple task. We see the evidences of work/life imbalance in the workplace including increases in workplace violence, co-worker conflict, and increases in absenteeism and workers compensation claims. Still, work-life balance isn't out of reach. During this training you will begin by evaluating your relationship to work, your family and how you care for yourself and bring harmony back into the work/life relationship.

Topics discussed in this training include:

- What does balance look like?
- How work/life imbalance affects us
- Balance...or something better? - Learning a new paradigm
- 7 Strategies for achieving harmony



Course Objective:

Learn how to identify when the balance between your work/life has reached the critical stage and develop strategies for bringing back harmony to your life.



COPING WITH CHANGE

Transitions affect us all; up to 10-20 times in our lifetime we will experience major life-changing events. This training has been developed to help individuals through periods of transition. The training assists individuals as well as companies and employees as they go through reorganization, downsizing, mergers, relocation and other personal stress producing events. The training focuses on building stress management skills for an ever-changing work environment and coping with changes in life and on the job and at home. Participants learn about the natural phases of change and how stress is increased by it. They interactively assess their own stress management skills and then build upon them through learning exercises. Participants gain a sense of greater control and leave with tools to further develop their stress management strategies.

Topics discussed in this training include:

- Personal and workplace impacts of change (both good and bad)
- The 7 stages of change
- 9 high level coping that is more effective for long term



Course Objective:

Learn how to not only manage change but thrive throughout change.



SUBSTANCE ABUSE IN THE WORKPLACE

Drug and alcohol abuse is everyone's problem. Substance abusers are a debilitating drain on resources and productivity. Drug and alcohol abuse impacts safety, productivity, and the cost of doing business. Substance abusers also use more sick days, show up late more often and stay in jobs for shorter amounts of time.

Topics discussed in this training include:

- Types of drugs
- Defining and understanding addiction
- Signs to look for in the workplace
- How to talk to a colleague/subordinate about their substance use



Course Objective:

This training focuses on how to identify impaired or under-the-influence employees, addresses many of the common myths and misconceptions about workplace substance abuse, discusses reasonable suspicion and documentation, substance abuse prevention, and how to refer employees for help.



COMPASSION FATIGUE

Compassion fatigue is a combination of secondary traumatic stress and burnout from witnessing the suffering of others. It can lead caregivers to feel sadness and despair that impairs their health and wellbeing. Compassion fatigue can reduce an individual's empathy and lead them to dread or even avoid certain patients, raising the risk of substandard care. This seminar is designed for health care practitioners, relief workers, hospice care, and anyone who cares for people. The training includes a checklist of symptoms to watch out for, and offers "antidotes" to compassion fatigue, such as creating a support network. Participants are taught the importance of focusing on "intentionality" – the caring intention that brought them to the health care field in the first place – while accepting their own limits in doing only the best they can on any given day.

Topics discussed in this training include:

- Phases of compassion fatigue
- Symptoms
- Strategies to help
- Do's and don'ts



Course Objective:

This training focuses on YOU – the caregiver, and how to maintain perspective and balance as you care for others.



BURNOUT AND SELF CARE

We are all acquainted with the term "burnout" but effectively managing and, better yet, preventing it remains crucial. This training aims to go beyond just raising awareness about burnout; it will also focus on techniques for its management and prevention. Additionally, we will explore the topic of self-care, assessing how well each of us is currently doing and discovering ways to enhance our self-care practices.

Topics discussed in this training include:

- Self care assessment
- Barriers to self care
- Burnout definition
- Signs/symptoms



Course Objective:

This training aims to equip employees with the ability to identify and prevent burnout while increasing overall well being and resilience through self care.



NAVIGATING RELATIONSHIPS AT WORK

Relationships can be challenging, especially work relationships, which present a unique set of complexities. This training is dedicated to understanding different styles of bosses and colleagues, addressing common workplace issues, and acquiring effective strategies to navigate challenging interactions with those colleagues whom we find difficult to get along with. By exploring these aspects, we aim to foster healthier and more productive work relationships for all participants.

Topics discussed in this training include:

- Style of bosses
- Navigating colleagues
- Common workplace issues



Course Objective:

This training will provide employees with skills to navigate workplace relationships effectively fostering collaboration, conflict resolution, and a harmonious professional environment.



EQ: EMOTIONAL INTELLIGENCE

Emotional intelligence has been defined as using your emotions intelligently to gain the performance you wish to see within yourself and to achieve interpersonal effectiveness with others. The definition itself provides us with the reason. So if I desire to achieve my goals in life and have effective relationships, then developing my emotional intelligence is important.

Topics discussed in this training include:

- Learn about the anatomy of an emotion and how emotions and thoughts work together to influence behaviors
- Understand the link between emotional intelligence and success in life
- Discern the difference between automatic limbic decisions and intentional, conscious decisions
- Practice agile thinking, increasing self-awareness and intentional thinking
- Leverage due diligence and intuition to make effective decisions
- Develop cognitive and behavioral strategies to manage emotions intelligently



Course Objective:

Learn agile thinking, increased self awareness, and strategies to manage emotions intelligently.



RESOLVING CONFLICT

Whether at work or home, conflict is a fact of life. Most people, however, dread conflict and avoid it at all cost. Rarely do we choose to see the existence of conflict in a positive light and that when approached correctly, presents an opportunity for us to move forward. This training gives you the tools to view conflict as a positive experience by understanding the nature of conflict, conflict styles, and the process of effective conflict resolution.

Topics discussed in this training include:

- What is conflict Pros and Cons of Conflict Conflict Resolution Styles
- ABCD Conflict Resolution
- Model Communication during conflict



Course Objective:

This training helps you to identify your own personal conflict resolution style and how and when to use it to effectively reduce and resolve conflict.



COMMUNICATION

Effective communication helps us better understand people and situations, enables us to resolve differences, helps build trust and respect, and creates an environment where creative ideas, problem solving, affection, and caring can flourish. As simple as communication seems, much of what we try to communicate—and others try to communicate to us—gets misunderstood, which can cause conflict and frustration in personal and professional relationships. By learning effective communication skills, you can better connect with your spouse, kids, friends, and coworkers.

Topics discussed in this training include:

- Nonverbal Communication Barriers to Communication
- Speaking to be Understood
- Listening to Understand



Course Objective:

Learn the secrets you need to be a powerful, confident communicator when it matters MOST to you and your career.



DELIVERING WOW CUSTOMER SERVICES

Customer service can make or break your business or organization. If people find your employees are rude, disinterested, or don't know what they're talking about they'll go elsewhere to make their purchases or find services. You don't want that, so it's important to train your employees as to what makes good customer service.

Topics discussed in this training include:

- What is a customer focused organization
- Fundamentals of customer service Saying "no" to customers
- Angry customers
- CARP system to customer service



Course Objective:

This training focuses on skills that create WOW customer service.



MINDFULNESS

This training provides a comprehensive review of mindfulness, covering not only what it is but also how to integrate mindfulness into our daily lives. The primary focus lies in understanding how mindfulness can significantly enhance the quality of both our work and personal lives. By learning to incorporate mindfulness practices into our daily routines, participants can experience notable improvements in productivity, well-being, and overall satisfaction.

Topics discussed in this training include:

- What it is
- What it is not
- History of mindfulness
- How to use in daily life (without going in a closet and meditating)



Course Objective:

Incorporating mindfulness skills to help work foster more intentional and productive work habits.



NEW! PRESENTATION SKILLS

Whether in the board room or the main stage, presentations are a major part of business communication and corporate culture. This training is designed to understand the many reasons why we don't like to present, develop strategies to overcome those challenges, and implement a system to craft the material being presented to resonate with an audience.

Topics discussed in this training include:

- Identify their strengths and weaknesses
- Learn how to “get out of their own way”
- Actively practice strategies to alleviate stress/anxiety associated with presenting
- Understand the necessary steps and format to creating and delivery of an effective, engaging and entertaining presentation



Course Objective:

Learn how to create and facilitate effective presentations from small meetings to large audiences.



NEW! SELF MANAGEMENT: MAKING THE MOST OF YOUR TIME

The late Vince Lombardi, coach of the Green Bay Packers said “We never lost a game, we just ran out of time”. How often do you find yourself running out of time? For many it seems that there's just never enough time in the day to get everything done. If you want to be more productive and improve your time management skills this training can help you get there.

Topics discussed in this training include:

- Dispelling the myth about time management
- Identifying your personal “time wasters”
- How to create S.M.A.R.T goals
- Tools for organizing, prioritizing, analyzing and managing your time



Course Objective:

Time is the most precious commodity you have; it's the one thing you can't ever get back and it's the great equalizer among us all. Learn how to improve your self-management skills at work and home to make better use of this precious commodity.



NEW! EMPLOYEE ENGAGEMENT

Employees need to feel like they're respected, that they're part of the team, and that their ideas matter. Once that's taken care of, they'll be more likely to go the extra mile for their company and provide extraordinary service, come up with innovative ideas, and help your company grow. In the ever-changing and evolving work environment, it is up to the leaders of your organization to address this need and create a culture of engagement.

Topics discussed in this training include:

- Improved Communication
- Recognition and Reward
- Team Building
- Cultivating Purpose and Meaning at Work
- Leading by Example



Course Objective:

This training illustrates the importance of understanding employee's needs and provides the tools and strategies necessary to create and sustain a culture of engagement.



READY TO SCHEDULE A TRAINING?

Contact Us



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