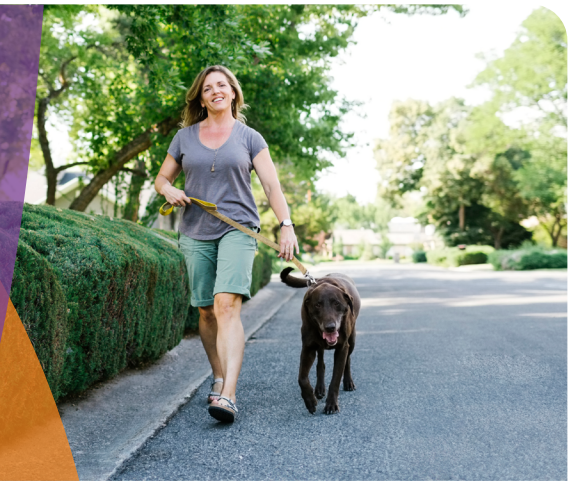




EAP: Life & Work

2027 Training Catalog

Overview



Health Advocate's EAP: Life & Work program offers a wide variety of trainings for managers and employees, including online courses, webinars, and workshops. These resources are designed to build skills, enhance well-being, and support both personal and professional development.



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Free Online Courses and Webinars



Employees have access to dozens of self-guided training courses and pre-recorded webinars on the member website. They cover a wide range of topics:

- Professional development
- Personal development
- Family life
- Health and wellness
- Legal
- Finances

Participants can print a personalized Certificate of Completion at the end of a course.

Visit the Learning Resources section on the EAP: Life & Work home page at www.HealthAdvocate.com/members to view the full list of offerings.

Live Member Webinars



Our free, live monthly member webinars are designed to support employees and their families through life's challenges whether at home, at work, or anywhere else.

For the latest session dates, registration details, and access to recordings, please visit our Member Webinars page at www.healthadvocate.com/site/memberwebinars. A recording of each webinar will be posted to the page approximately two weeks after the live session.

Please register for each webinar you'd like to attend. Registration for upcoming sessions opens a few months in advance, so check back regularly for new opportunities. On the day of each webinar, registered participants will receive the access link by email.

2027

January	Supporting Your Mood Year-Round
February	Love Languages & Communication
March	Chronic Illness, Resilient Spirit
April	Music & the Mind
May	Mental Health at Work
June	Mental Fitness for Men
July	Resiliency
August	Finding Joy Through Gratitude
September	Suicide Prevention: What to Know & How to Help
October	Domestic Violence Awareness
November	Managing Holiday Stress
December	Mindfulness

Employee

Workshops



The EAP: Life & Work program offers a variety of employee workshops (on-site or by webinar) on a wide range of personal and professional topics, typically at an additional cost.

Requests for workshops can be submitted online at eaptrainings.healthadvocate.com, via email at Workshops@HealthAdvocate.com, or by calling your EAP toll-free number.

Adapting to Life's Changes

Change is a natural part of life, but loss, job changes, and unexpected transitions can still feel overwhelming. See how change affects emotional well-being and find practical ways to adapt, build resilience, and support yourself and others through uncertain times.

Adjusting to a Reduced Workforce

After a workforce reduction, employees who remain may face heavier workloads, changing expectations, and a mix of guilt, anger, anxiety, or grief. Learn healthy ways to manage stress, communicate with leaders and coworkers, adapt to a new normal, and maintain productivity without losing sight of personal well-being.

Assertiveness

Speaking up for yourself doesn't mean being aggressive. Learn how assertive behavior differs from aggressive behavior, communicate your thoughts and needs with confidence, and say "no" while still valuing yourself and respecting others.

Avoiding Burnout

Burnout often builds slowly when ongoing stress leaves too little time to recover, affecting health, well-being, and work performance. Learn how to recognize the early signs of burnout and tell it apart from stress, fatigue, and depression. Discover how the STAMINA framework can help you manage stress, protect your energy, strengthen self-awareness, and set healthier boundaries.

Balance Being a Parent & Professional

Working and raising a family can stretch your time, energy, and attention in every direction. Find practical ways to manage work, schedules, and household responsibilities while making meaningful time for your family—and yourself.

Being an Effective Team Member

Every team member influences whether a team thrives or struggles. Take a closer look at the purpose of a team, the behaviors that help or hurt its success, and discover practical ways to improve productivity, contribute ideas, follow through, and become a teammate others can rely on.

Better Sleep, Better You

Stress, busy schedules, and late-night screen time can stand between you and a good night's sleep. Discover simple changes that can help you wind down, sleep more soundly, and wake up with more energy for the day ahead.

Building a Culture of Respect

A respectful workplace is shaped by everyday words, actions, and choices. Consider what respect really looks like and see how it can lower stress, support productivity, strengthen teamwork, and help people feel valued at work.

Building Better Boundaries

It can be hard to say no, protect your time, or tell someone what you need. Healthy boundaries are essential for protecting your mental well-being, preventing burnout, and building stronger relationships at work and in life. Learn what boundaries are (and are not), why they are often difficult to set, and build skills to communicate your limits clearly without guilt or shutting others out.

Building Trust at Work

Workplace gossip may seem harmless, but it can hurt people, weaken trust, distract from work, and affect morale and customer service. Look at why gossip starts and use practical strategies to handle rumors and confidential information before they damage workplace relationships.

Business Etiquette

Professionalism is about more than what you wear. Review workplace appearance, communicating thoughtfully across cultures in any work setting, and practical etiquette for phone, text, and email communication.

Caring for the Caregiver

Caring for a family member, friend, client, or community member can be deeply meaningful, but it can also take a toll. Learn how to recognize signs of burnout, compassion fatigue, and depression, and find healthier ways to set limits, care for yourself, and ask for help.

Chronic Illness, Resilient Spirit

Living with a chronic illness—or caring for someone who does—can bring anxiety, sadness, isolation, and other difficult emotions. See how chronic illness can affect mental health and find ways to manage those challenges, strengthen resilience, and build a reliable support network.

Communicating with Your Teen

Does it sometimes feel like you and your teen are speaking different languages? Learn how seeing things from your teen's perspective and adjusting how you communicate can help you connect. Also, get tips for listening, choosing a good time to talk, and bringing up difficult topics.

Compassion Fatigue in Caregiving

Caregivers, healthcare workers, first responders, and others in helping roles often support people through pain, illness, or trauma—and that can take an emotional toll. Learn how to recognize the signs of compassion fatigue and burnout, and explore ways to recharge and protect your own well-being.

Compassionate Customer Service

Great service starts with making people feel heard and respected, especially when they're upset. Consider your strengths and growth areas, build skills for handling difficult interactions with customers and coworkers, and use five foundations for successful service to strengthen relationships and encourage customer loyalty.

Coping with Grief & Loss

Grief can follow the death of a loved one or another major loss, such as having a health setback or losing a job, home, or independence. Learn what can shape the grieving process, find healthy ways to manage difficult emotions, and identify resources for added support.

Coping with the Effects of Shift Work

Working nights, early mornings, or changing schedules can affect sleep, energy, and overall health, as well as increase rates of substance abuse, relationship issues, and mental health problems. Discover practical ways to manage the physical and emotional demands of shift work and improve daily life both at work and at home.

Courageous Conversations

The conversations we most want to avoid are often the ones we most need to have. Build skills to prepare for sensitive discussions, clarify your purpose, listen with empathy, and speak with confidence and care.

Cyberbullying

Cyberbullying can take many forms across digital platforms and affect a child's emotional well-being and behavior. Learn to recognize signs that a child may be experiencing it, understand how to help, and know when to involve a school, online platform, or law enforcement.

De-Escalation with Empathy

Staying calm during a difficult or crisis call can be challenging, especially when you care deeply about helping. Learn how to practice active listening and emotional awareness while building healthy boundaries that support others and protect your own well-being.

Delivering Exceptional Customer Service

Customer service teams often solve multiple challenges while remaining calm and professional. Become a more active listener, overcome communication barriers, and manage demanding situations to create a more helpful customer experience.

Divorce and a New Beginning

Divorce can bring emotional, practical, and financial changes, no matter where you are in the process. Learn how to find information, tools, and resources that can help you care for yourself, adjust during and after the divorce, and begin moving forward with greater strength and resilience.

Domestic Violence Awareness

Domestic violence can include threats, controlling behavior, and physical, emotional, or verbal abuse. Learn how to recognize common warning signs, identify steps and resources that can help someone seek support, and consider how abuse affects individuals, families, jobs, and coworkers.

Drug & Addiction Awareness

Substance use and addiction can affect individuals, families, workplaces, and entire communities. Discover the physical, emotional, and behavioral signs and the difference between abuse and addiction. Plus, learn why enabling doesn't help, and review treatment and support options.

Drug- and Alcohol-Free Workplace Training for Employees

Substance use can affect safety, attendance, performance, families, and the emotional and financial well-being of everyone involved. See how alcohol, drugs, and the opioid epidemic can affect employees, the workplace, and society as a whole. *Additional fees may apply.*

Drugs & Alcohol: Caring with Boundaries

When someone you care about is struggling with substance use, the whole family may be affected. Build a clearer understanding of addiction, common warning signs, and its effect on relationships; examine codependency, enabling, interventions, and relapse; and focus on healthy boundaries, self-care, and support for yourself.

Emotional Intelligence

Success isn't shaped by knowledge and technical skills alone. Discover how emotional intelligence, or EQ, differs from IQ and build skills in self-awareness, managing emotions, motivation, empathy, and connecting with others.

Emotional Well-Being

Mental and emotional health can affect behavior, relationships, safety, and performance at work. Learn about common stressors, risk factors, warning signs, and the stigma that may keep people from seeking help, then identify caring ways to connect someone with the EAP or other resources.

Experiencing Mindfulness

Mindfulness can reduce stress and support concentration, focus, health, and day-to-day effectiveness. Review its key principles and take part in simple, real-life exercises that show how mindfulness can help during different challenges and situations.

Facing Difficult Times Together

Disturbing news and tragic events can affect your well-being and focus, even when they don't happen directly to you. Find ways to manage information overload, stay engaged at work, and respond thoughtfully to coworkers.

Finding Balance in Busy Lives

Finding balance between work and personal life can be difficult, and trying to get it just right can add stress and guilt. Learn how to set attainable goals at work and home and use daily tips and long-term strategies to create a healthier balance that works for you.

Finding Calm in the Noise

Alerts, background noise, and constant digital demands can make it hard for the brain and body to settle. In today's fast-paced, always-connected world, finding moments of quiet can be one of the most effective ways to support mental well-being. See how intentional silence differs from mindfulness and discover realistic ways to create more calm during a busy day.

Finding Joy Through Gratitude

Gratitude is more than telling yourself to be positive. See how it can support emotional well-being and practice simple ways to bring more connection, contentment, and joy to everyday life.

Forgiveness and Empathy

Holding on to anger and resentment can weigh on your mind and body. Take a closer look at what forgiveness is—and what it isn't. Then use practical steps to understand your feelings, build empathy, release what's hurting you, and move toward a more peaceful mindset.

Fostering an LGBTQIA+ Inclusive Workplace

LGBTQIA+ employees may still face bias, exclusion, and discrimination at work. Learn how to build a clearer understanding of sexual orientation and gender identity, and identify everyday actions everyone can take to create a more respectful, welcoming, and inclusive workplace.

Get Your Bucket List Done

Whether it's running an Ironman, meeting the love of your life, or losing ten pounds, most of us have something we'd like to accomplish. But personal goals can easily get lost in the rush of daily life. Get inspired with practical strategies to regain your focus and move your next bucket list goal forward.

Grow Where You Are Planted

Sometimes it's time to make a change. Other times, a new perspective can help you find more satisfaction where you are. Consider common reactions to feeling stuck and use practical strategies to gain clarity, reframe challenges, think creatively, and decide what growth looks like for you at work and in life.

Holiday Game Plan

The holidays can bring added stress, and even the best plans may need to change. Develop a realistic holiday game plan, practice a more flexible mindset, and find practical ways to manage stress and enjoy the season.

How Volunteering Helps You & the Cause

Volunteering gives your time and talents to a cause, but the benefits can go both ways. Discover how helping others can strengthen social connections, build useful skills, bring a sense of purpose, and support your physical and emotional well-being.

Improve Communication, Reduce Conflict

Misunderstandings can grow from more than just the words we use. See how body language, listening habits, communication barriers, and conflict styles shape our interactions, and build skills that can prevent conflict and support clearer conversations at work and at home.

Love Languages & Communication

Some people show care through words, while others value time together, helpful actions, gifts, or physical touch. Take a closer look at the five love languages, where the concept came from, and how it may support clearer communication and stronger relationships.

Managing Conflicts in the Workplace

Different needs, ideas, and communication styles can turn small misunderstandings into larger disagreements. Build skills to address concerns early, communicate with respect, and work through conflict more effectively at work and at home.

Managing Holiday Stress

The holidays can bring crowded calendars, added expenses, family tension, and pressure to make everything perfect. Identify your biggest stressors and find practical ways to set realistic expectations, protect your time, and enjoy more of the season.

Managing Time and Setting Boundaries

Whether you work from home, onsite, or both, unclear priorities and expectations can add stress and make it harder to stay productive. Find practical ways to manage your time, create more consistent routines, and communicate realistic boundaries and expectations.

Maximizing Your Life by Minimizing Worry

Everyone worries sometimes, but ongoing worry can affect your sleep, health, relationships, and daily life. Identify what may be driving your worry and practice strategies that can help interrupt the cycle and bring a greater sense of control.

Meaningful Goals, Lasting Change

You don't need to wait for a new year to make a fresh start. Discover how realistic goals, supportive routines, flexible expectations, and gratitude for your progress can turn good intentions into lasting change.

Mental Fitness for Men

Many men grow up hearing that they should hide their emotions or handle problems alone. Take a closer look at common pressures and barriers to seeking help, and learn healthy ways to communicate, build emotional strength, stay connected, and access support.

Mental Health and Me

It's easy to put your own mental and emotional health last, especially when others depend on you. Learn how to recognize early signs that you may need help, find ways to care for your well-being, and identify resources for yourself and those you support.

Mental Health at Work

A mentally healthy workplace grows from everyday awareness, empathy, and care. Learn ways to manage your own stress, respect healthy boundaries, recognize when a coworker may be struggling, and connect others with appropriate resources.

Mindful Technology

Technology helps us work, learn, connect, and unwind, but constant use can also drain our attention and energy. Take a closer look at your digital habits and discover realistic ways to create more balance without unplugging completely.

Mindfulness

Stress can leave your mind feeling crowded or scattered. Learn simple mindfulness practices that can help you notice your thoughts and feelings, slow negative thinking, and move through difficult moments with greater calm and focus.

Money & Mental Wellness

Money is more than numbers—it is connected to our emotions, beliefs, and life experiences. Explore the emotional side of personal finance by identifying what shapes your financial choices and find practical ways to question unhelpful beliefs, reduce stress, and build healthier habits.

Money, Relationships, & Communication

Money can be one of the most challenging issues in relationships. But it doesn't have to be! See how past experiences shape financial beliefs. Then build skills to discuss differences respectfully, strengthen trust, and work toward shared goals.

Music and the Mind

A favorite song can change your mood, help you focus, or bring back a vivid memory. Explore how music affects brain chemicals such as dopamine and cortisol, and discover ways to use it to support relaxation, sleep, and emotional well-being.

Navigating Depression, Anxiety, & Burnout

Depression, anxiety, and burnout can feel overwhelming, and some of their signs may look alike. Learn how these experiences differ, recognize common signs and symptoms, and identify when and how to seek help—with the reminder that no one has to face them alone.

Orientation to EAP: Life & Work Services

Personal, family, and work concerns can be easier to manage with the right help. Get a clear overview of the Health Advocate Employee Assistance Program (EAP), the many ways it can help, and tools available 24/7 through the EAP: Life & Work website to support better balance.

Our Aging Parents

As parents age, families may need to rethink roles, expectations, and the kind of help a loved one needs. Learn how to recognize changing needs, talk through household or financial support, work through family conflicts, and help a parent adjust with greater flexibility and care.

Power of the Positive

Optimism isn't about pretending everything is fine. Explore what authentic, realistic optimism looks like and how it can build resilience, strengthen confidence, help you navigate change, and bring a more hopeful approach to work and life.

Professionalism in the Workplace

Professionalism shows up in the way we communicate, handle disagreements, include others, and take responsibility for our actions. Build skills in self-awareness, active listening, and respectful communication to strengthen workplace relationships and teamwork.

Raising Resilient Kids

We naturally want to protect our children, but they also need room to face challenges and grow. See how expectations and everyday responses can shape a child's development, and discover research-based ways to build confidence, connection, and resilience.

Resiliency

Stressful experiences can test us, but they can also reveal new strengths and possibilities. Learn how resilience can make high stress more manageable, help you shift your perspective, and guide you toward practical next steps at work and in life.

Respect and Harassment Awareness for Employees

Everyone has a role in creating a safe and respectful workplace. Get a high-level overview of sexual harassment, the Title VII law, workplace policies, reporting, and protection from retaliation. Recognize harmful behavior and see how it affects employees and the organization. *Additional fees may apply.*

Single Parent Survival Skills

Parenting on your own can make everyday demands feel twice as heavy. Discover simple ways to save time and lower stress, from meal shortcuts and school-night preparation to carpooling and family routines.

Strategies to Manage Stress and Uncertainty

Not knowing what comes next can make even routine decisions feel overwhelming. Practice ways to calm your mind, focus on what you can control, and make choices that feel manageable now and in the future.

Strengthening Relationships

Strong, loving relationships can still fall into patterns that cause distance, hurt, or conflict. Learn how to recognize common warning signs and explore ways to change unhealthy patterns, communicate more openly, and build a stronger connection with your partner.

Suicide Prevention: What to Know and How to Help

When someone may be at risk for suicide, knowing how to respond can help save a life. Learn about common myths and facts about suicide, recognize warning signs and risk factors, and know how to connect someone with support.

Supporting Children's Well-Being

Children feel stress and uncertainty, too, but they may show it differently than adults. Learn how to recognize signs in their behavior, sleep, schoolwork, or routines, and find age-appropriate ways to help them feel safer during challenging times.

Supporting Your Mood Year-Round

Shorter days and changes in sunlight can affect mood, energy, sleep, and motivation. Learn how seasonal affective disorder (SAD) affects the body and mind, recognize common symptoms, and review approaches such as light therapy, daily habits, and self-care that may help maintain emotional balance throughout the year.

The Art of Listening

Good communication isn't only about knowing what to say. Build active listening skills, practice asking thoughtful questions, and discover how listening with care can lead to more meaningful conversations and useful feedback.

The Emotional Side of Retirement

Retirement can change more than your work schedule. It may also affect your identity, purpose, relationships, and daily routines—sometimes years before or after the transition itself. Take a closer look at the six phases of retirement from a social perspective, from planning and early excitement to reorientation and creating a new lifestyle.

The Journey to Happiness

Happiness doesn't look the same for everyone, and there is no single path to finding it. Explore what research tells us about happiness and discover intentional activities that may bring more meaning, satisfaction, and joy to your personal and professional lives.

The Mind-Body Connection

Mental and physical health constantly influence each other. Explore familiar examples, including how emotions can affect eating and how movement can affect mood, and consider practical ways to care for your mind and body as one connected system.

Thriving Through Change

Change is inevitable and often produces stress and anxiety. Learn about common stages of change and find practical ways to adapt, regain balance, and move toward acceptance at work and in your personal life.

Unconscious Bias for Employees

We all carry assumptions that can shape decisions and interactions without us realizing it. Learn how unconscious bias can affect people, workplace culture, diversity, and organizational success, and practice strategies to question first impressions and limit the influence of bias in the workplace.

Unplugging After Work

For many of us, it's easy to get caught up in work. During busy periods, we may spend more time at our screens, take fewer breaks, or let work spill into our personal time. Learn how to recognize the signs of burnout and find practical ways to disconnect, set healthier limits, and protect your well-being outside work.

Valuing Different Generations

People from different generations have different experiences, strengths, and ways of working. Consider common generational characteristics without letting them become stereotypes, and see how curiosity and respect can improve communication, teamwork, and productivity.

Work-from-Home Wellness

Working from home can blur the line between your job and the rest of your life. Find practical ways to create a workspace and routine, set boundaries, stay connected, communicate expectations, and plan for caregiving needs and unexpected disruptions.

Working with Different Personalities

Some coworkers think out loud, while others need time to process. Some want details, while others focus on the big picture. Learn how to recognize different communication and personality styles, adjust your approach, and find common ground whether you work onsite or remotely.



Interested in a topic you don't see listed?

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Manager Workshops



The EAP: Life & Work program offers a variety of workshops (on-site or by webinar) that address the specific needs of managers and supervisors, typically at an additional cost.

Requests for workshops can be submitted online at eaptrainings.healthadvocate.com, via email at Workshops@HealthAdvocate.com, or by calling your EAP toll-free number.

Applying Leadership Basics

Leadership is more than holding a title. The way you act, communicate your goals, and follow through shapes how others respond to your direction. Explore the qualities of effective leadership, how aligning your actions with your values builds credibility, and how clear intentions can help others connect with your vision. Plus, recognize common pitfalls that can get in the way.

Battling Bullying in the Workplace

Workplace bullying can range from subtle exclusion or intimidation to physical conflict. Learn how bullying differs from harassment, what it can cost employees and organizations, and how managers can recognize and address it. Explore how workplace culture, written policies, and training can help prevent bullying.

Building a Successful Team

Why do some teams work well while others struggle? Explore the FORM, STORM, NORM, and PERFORM stages of team development and see how each one can shape the group. Find practical ways to respect different styles and opinions, manage conflict, and help team members stay motivated.

Coaching and Counseling

Coaching and counseling offer different ways to address employee performance and workplace concerns. Explore situations to understand when each approach may be appropriate, recognize early warning signs that may require attention, and respond when employee interactions become tense or difficult. Plus, review key steps in the process, including giving clear feedback and maintaining proper documentation.

Compassionate Leadership During Crisis

In today's world, employees are frequently exposed to distressing news and social media content, which can affect their well-being and work performance. Learn how to recognize when grief, trauma, or another unexpected event may be taking a toll and find compassionate ways to respond. Guidance includes maintaining engagement, handling coworker comments, managing information overload, and connecting employees with EAP support.

Connecting Employees to Support: A Guide to the EAP Process for Managers

Leading others can be challenging, especially when an employee is experiencing personal, emotional, or behavioral concerns that affect the workplace. Learn how to recognize when an employee may benefit from support, make an effective EAP referral, and balance empathy with workplace accountability. Also, learn how to approach an employee about EAP services, understand referral options from informal to mandatory, and navigate the manager consultation and referral process. *Available via webinar. Additional fees may apply.*

Courageously Authentic Leadership

Authentic leadership begins with knowing your values and having the courage to act on them, even during change or uncertainty. Take a closer look at what authenticity means, the qualities courageous leaders share, and the connection between self-awareness and leading others with honesty, care, and purpose.

Drugs and Alcohol: Reasonable Suspicion Training for Managers

Suspected drug or alcohol use at work can raise difficult safety, legal, and policy questions. Recognize common signs and symptoms, review the actions managers may take, and address how to approach an employee who may be under the influence. Also consider opioid use, enabling behaviors, barriers to confrontation, and what to do—and avoid—when taking action. *Available via webinar. Additional fees may apply.*

Drugs and Alcohol: Training for Supervisors of DOT-Regulated Employees

The Department of Transportation (DOT) Regulation 382.603 requires employers to ensure that supervisors of DOT-regulated employees receive at least 60 minutes of training on alcohol abuse and an additional 60 minutes on controlled substance use. Review information about opioid use and learn how to determine whether reasonable suspicion exists to require an employee to undergo screening. Certificate of Completion provided upon request. *Available via webinar. Additional fees may apply.*

Effective Communication Skills for Managers

Clear communication can build trust, reduce confusion, and make difficult conversations more productive. Identify common communication barriers and build skills for working with challenging employees, addressing sensitive topics, and communicating across teams. Plus, learn practical strategies that can help managers speak with greater confidence.

Effectively Leading Teams Through Change

In today's uncertain environment, leaders face unique challenges. Whether working remotely or on-site, employees look to managers and supervisors to navigate these challenges effectively. Learn how to lead by example, set a constructive tone, balance empathy with accountability, and plan for potential hurdles.

Fostering Allyship in an LGBTQIA+ Inclusive Workplace

Managers help shape whether employees feel safe, respected, and included at work. See how bias, homophobia, and discrimination can affect LGBTQIA+ and gender-nonconforming employees, from chronic stress and fear to lower engagement and team morale. Learn practical ways to speak up, model inclusive behavior, support LGBTQIA+ colleagues, and become more active and effective allies. *Available via webinar.*

Help Employees Through Challenging Times

Everyone goes through difficult times, and personal challenges can sometimes carry over into the workplace. When an employee is struggling, managers need to respond with both compassion and clarity. Learn to recognize changes that may require attention, address performance concerns, and offer support while reinforcing workplace expectations.

Leading During the Holidays

The holidays can bring added stress for employees and leaders alike. Learn how to create a plan centered on support, encouragement, inclusion, and camaraderie while still managing workplace needs. Plus, consider how to adjust when plans change and make time for your own well-being.

Leading with Emotional Intelligence

How a leader responds under pressure can shape trust and psychological safety across a team. Explore how emotional intelligence helps you recognize emotions in yourself and others, navigate difficult conversations, and respond with care. Get practical tools that can help you lower tension and guide employees through challenges with resilience and integrity.

Management and Leadership Skills

Moving into management can bring new responsibilities that require more than technical knowledge. Build core skills in workplace relationships, communication, listening, performance reviews, and advisory meetings. Plus, access practical tools that offer a strong foundation for new managers and those with limited formal management training.

Managing a Multi-Generational Workforce

Today's workforce includes people from several generations, with a wide range of experiences, perspectives, and approaches to work. Learn to look beyond stereotypes and understand shared values and differences in work styles and expectations. Explore practical ways to draw on the strengths of a multi-generational team to improve communication, teamwork, and performance.

Mental Health Awareness in the Workplace

Mental health concerns can affect an employee's behavior, well-being, and work performance. Learn common signs, consider how they may affect work, prepare for supportive conversations, and review resources that may help. The focus is on giving managers greater confidence to respond with care, not diagnose an employee. *Available via webinar.*

Motivating for Success

Supervising others can test even experienced leaders. Through role-playing scenarios, see how effective leaders address performance concerns, build stronger relationships, and maintain respect during workplace conflict. Use these lessons to strengthen your leadership skills and contribute to a more positive work environment.

Respect and Harassment Awareness for Managers

Harassment and disrespect can harm employees and the workplace, especially when concerns go unaddressed. Get a high-level overview of the Title VII law that applies across states. Learn what constitutes harassment, the challenges of reporting it, common mistakes managers make, and how to handle such issues effectively. *Available via webinar. Additional fees may apply.*

Supporting Employee Well-Being

Mental health can be difficult to discuss at work, especially when changes in behavior, safety, or performance raise concern. Learn to recognize when an employee may need support, approach conversations with care, and connect employees with the EAP and other available resources.

Unconscious Bias for Managers

Unconscious bias affects everyone and can impact decision-making, diversity, and organizational success. Learn how to recognize common types of bias and see how they can affect employees, diversity, and organizational success. Plus, get practical ways to address bias in yourself and your team and help create a more inclusive workplace.

Violence Prevention in the Workplace

Preventing workplace violence begins before a situation reaches a crisis. Learn what workplace violence can include, recognize contributing factors and early warning signs, and practice ways to lower tension before it escalates. Get practical strategies that can help managers reduce risk and support a safer workplace. *Available via webinar. Additional fees may apply.*



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