

2021 Discovery Healthy Company

WORKSHOPS





CONTENTS

DISCOVERY HEALTHY COMPANY WORKSHOPS 01
DISCOVERY HEALTHY COMPANY WEBINARS 01

EMOTIONAL WELLBEING WORKSHOPS 02

- Pricing 02
- Workshop topics 03 – 04

PHYSICAL WELLBEING WORKSHOPS 05

- Pricing 05
- Workshop topics 06

FINANCIAL WELLBEING WORKSHOPS 07

- Pricing 07
- Workshop topics 08

LEGAL SUPPORT WORKSHOPS 09

- Pricing 09
- Workshop topics 10

SAFETY WORKSHOPS 11

- Pricing 11
- Workshop topics 12

SOCIAL WORKSHOPS 13

- Pricing 13
- Workshop topics 14 – 15

HOW TO BOOK A WORKSHOP 16

DISCOVERY HEALTHY COMPANY **WORKSHOPS**

To empower you and your employees in understanding health and wellbeing, we have designed a range of workshops and training sessions. In these workshops and training sessions, we cover a wide range of topics across the four dimensions of wellbeing: physical wellbeing, emotional wellbeing, financial wellbeing and legal support. Our workshops are structured as follows:

1-HOUR

AWARENESS TALK

This informative talk drills down into all the elements of specific topics. We provide in-depth and comprehensive information along with relevant examples and practical applications.

2-HOUR

ENGAGED PRESENTATION

This presentation on a specific topic covers all elements of the topic as well as examples being discussed. Participants can ask questions throughout the session and engage actively. (Maximum 30 people)

4-HOUR

INTERACTIVE WORKSHOP

This workshop covers all aspects of the topic, showcasing skills and how to implement them. Case studies are worked through and participants get the chance to put their learnings into practice. (Maximum 30 people)

DISCOVERY HEALTHY COMPANY **WEBINARS**

We also offer all of our workshops in webinar format during the lockdown period by using Zoom as the webinar platform.

The 1-hour awareness talk and the 2-hour engaged presentation format can be hosted as webinars. We can accommodate more attendees per session if the workshop is presented in webinar format. The webinars are structured as follows:

1-HOUR WEBINAR

AWARENESS TALK

This informative talk drills down into all the elements of specific topics. We provide in-depth and comprehensive information along with relevant examples and practical applications. (Maximum 500 people)

2-HOUR WEBINAR

ENGAGED PRESENTATION

This presentation on a specific topic covers all elements of the topic as well as examples being discussed. Participants can ask questions throughout the session and engage actively. (Maximum 50 people)

EMOTIONAL WELLBEING WORKSHOPS

Increased emotional wellbeing is related to improved mental health. This is particularly relevant in a world where people frequently experience emotional challenges such as stress, depression and anxiety. Our suite of workshops aims to help your employees to achieve optimal levels of emotional wellbeing so that your organisation can thrive and reach its full potential through an engaged and productive workforce.

PRICING:

WORKSHOP TYPE	PRESENTATION TIME	TIME ALLOCATED	GROUP SIZE (MAX)	FEE PER SESSION Healthy Company client	FEE PER SESSION Non-Healthy Company client
Awareness talk	1 hour	1.5 hours	150	R4 500	R5 175
Engaged presentation	2 hours	2.5 hours	30	R7 500	R8 625
Interactive workshop	4 hours	4.5 hours	30	R14 000	R16 100



WORKSHOP TOPICS



BURNOUT AND STRESS

Let's start with some statistics. A recent study shows that 80% of employees suffer from stress, 23% of full-time employees from burnout and 44% occasionally suffer burnout. Stress and burnout are common and serious. Fortunately, there are ways to improve how to cope with them. This workshop examines the difference between stress and burnout. We guide you through the signs and symptoms, and how they relate to your personal experience. We also discuss coping skills and other skills you can practice to help you cope.



DEPRESSION AND ANXIETY

There is still stigma surrounding people who have depression or anxiety. In this workshop, we highlight the facts about depression and anxiety, and we discuss the difference between the two in detail. We also look at the signs and causes of anxiety and depression. In addition, we share how your employees can get support in general, and what help Healthy Company offers.



MY PERSONAL WELLNESS

Wellness is an important part of wellbeing. In this workshop we focus on emotional, mental, physical and social wellness. We discuss each wellness topic in depth and share how each wellness component is vital to the overall wellness of every person. We also discuss how wellness can be improved and how to achieve healthy personal wellness.



WORK-LIFE BALANCE

Life is about balance, but most people don't know what balance looks like. Your employees need to balance their development, work, family and emotional needs. This workshop looks at what happens when your employees don't manage their work-life balance and what this does to their emotional wellness. We show that it is possible to balance their responsibilities with the right tools and skills.



MENTAL HEALTH IN THE WORKPLACE

People often don't understand mental health or mental illness. This leads to misperceptions and stigma around mental illness. This workshop examines different mental illnesses and how they affect people and their work. We give your employees information to help them build skills for a healthy work environment. This includes discussing coping skills as well as tools to help them support others who have a mental illness.



TRAUMA DEBRIEF WORKSHOP FOR MANAGERS

Do your employees regularly deal with traumatic cases or incidents? We recommend our trauma debrief workshop. This session allows your employees to safely discuss daily struggles and traumatic incidents they often have to deal with. It also allows them to explore the impact of trauma on their emotional wellbeing and what they can do to cope.



TRAUMA TRAINING FOR MANAGERS AND LEADERS

A person's words and actions have a big impact on others who are dealing with emotional or mental health problems. This workshop helps those in leadership positions to manage employees who are struggling with their emotional health or mental illness, or who have thoughts of suicide. We explore what the leaders and managers can do and what they should avoid, and we identify the signs to look out for. We also discuss the emotional, physical and mental effects of these problems and how behaviour can change.



DEALING WITH LOSS

It is important to talk about loss and how to deal with it. This workshop focusses on the effect that the death of a loved one can have on your emotions, physical health, behaviour and thinking. We cover the five stages of grief, and explore why it is important to go through a grieving process. We also discuss coping skills and how to get support.



DEALING WITH DIVORCE

Divorce is always difficult and can be traumatic. This workshop looks at the emotional effects of divorce. We discuss coping skills and give guidance on dealing with the emotional impact of divorce, future relationship goals, and support structures or groups. Divorce negatively affects your finances, so we recommend getting legal support. We discuss how Healthy Company can help.

WORKSHOP TOPICS *CONTINUED*



ADDICTION SIGNS AND SUPPORT

Addiction comes in many forms. All of them can be serious and have a negative impact on your employees and their work. This workshop explores different types of addiction and what the effects of addiction are. Since people often don't know where to get help or find support, we highlight how to get support for themselves or for someone else.



SEXUAL HARASSMENT

Workplaces should be free of discrimination and harassment. Part of this means exploring what sexual harassment is by understanding the facts and busting myths. This workshop discusses the different forms sexual harassment can take. We not only look at what actions are sexual harassment, we also look at the effect on the person being harassed, including trauma. Your employees can also learn what they should and shouldn't do to support someone who has been harassed.



GENDER-BASED VIOLENCE

Gender-based violence is one of the most talked-about topics in South Africa at the moment. This kind of violence ranges from sexual harassment to domestic violence, and victims often face stigma. We explain different kinds of violence, the legal rights of victims, and the legal action they can take. We discuss the emotional, physical and legal support your employees can offer someone who's affected by gender-based violence.



SIGNS WHEN SOMEONE MIGHT BE IN NEED OF HELP

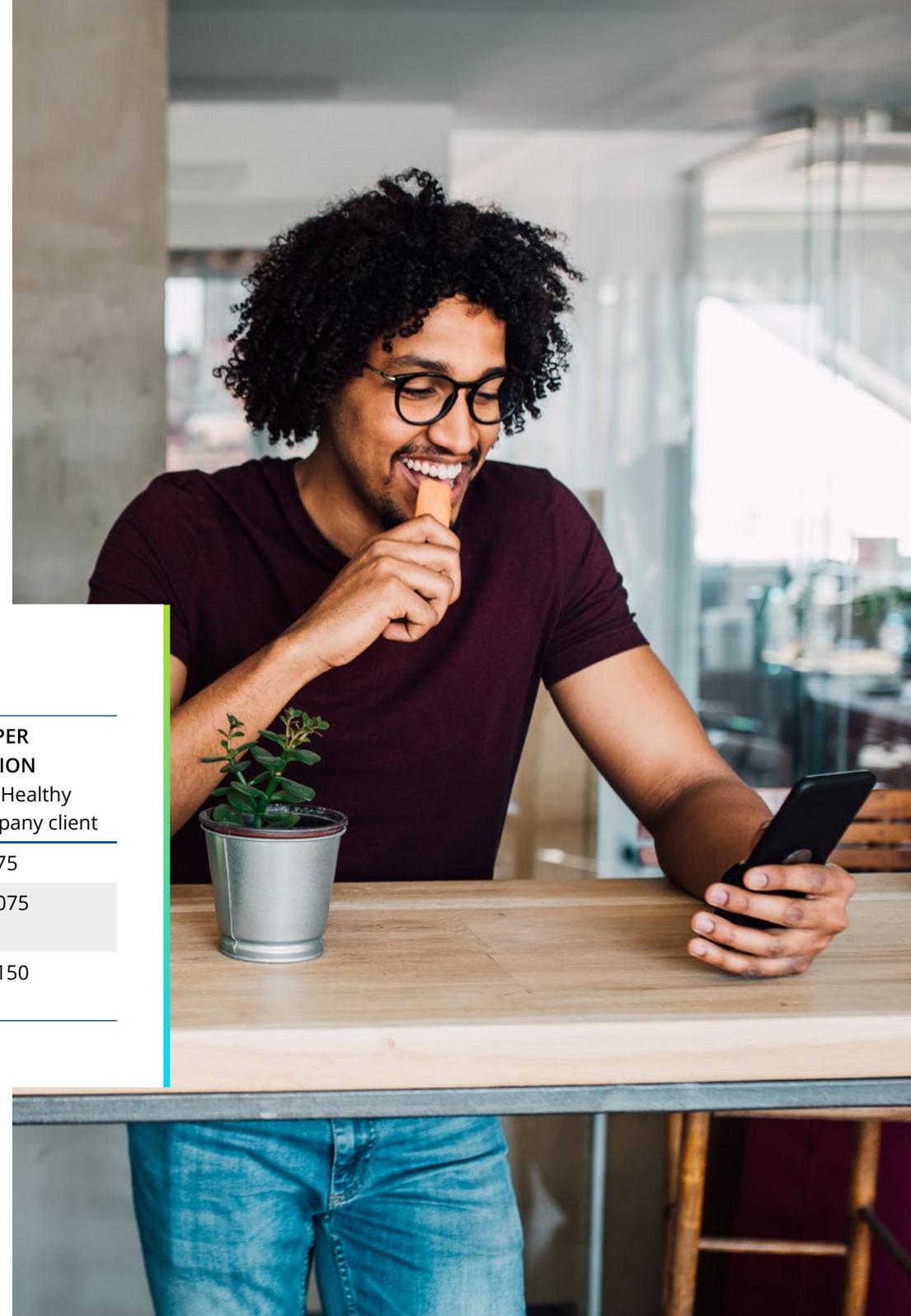
In the workplace, we spend hours a day with colleagues, but we often do not see the signs that they might be in need of help. This workshop focusses on some of the emotional, financial and physical signs indicating that someone close to your employees might be in need of help. In addition to teaching your employees how to recognise these signs, the workshop will show them how to provide support to colleagues, family members and friends who need help.

PHYSICAL WELLBEING WORKSHOPS

Through appropriate interventions, physical workshops and other initiatives can impact the workplace by reducing absenteeism and increasing productivity, ultimately making the organisation and its people healthier.

PRICING:

WORKSHOP TYPE	PRESENTATION TIME	TIME ALLOCATED	GROUP SIZE (MAX)	FEE PER SESSION	
				Healthy Company client	Non-Healthy Company client
Awareness talk	1 hour	1.5 hours	150	R4 500	R5 175
Engaged presentation	2 hours	2.5 hours	30	R10 500	R12 075
Interactive workshop	4 hours	4.5 hours	30	R21 000	R24 150



WORKSHOP TOPICS



HIV AND AIDS WORKSHOP

HIV and AIDS are among the most important health issues in South Africa. Many people still don't understand the cause, spread or risks of the disease. In this workshop, we explain what HIV and AIDS are, and we talk about HIV and AIDS awareness, spread and prevention. We then discuss the different support options available today for people living with the condition.



FITNESS AND CORPORATE WELLNESS

This workshop focuses on the reasons to include physical activity in the workplace. There is a benefit for the employee as well as the employer, and both of these aspects are unpacked in this workshop. Furthermore, we look at what types of physical activity can be done in the workplace using only objects from the office or home office. Different exercise models are discussed so that everyone can find the physical exercise plan that would suit them personally. We also discuss the barriers to physical activity and explore the plans for overcoming these barriers.



NUTRITION 101 - GETTING BACK TO BASICS

These days, we have become so overwhelmed with information on nutrition, much of which is wrong. As a result, we have forgotten the basics of good nutrition. This course explains macronutrients and micronutrients and covers the importance of quality nutrition and how our chosen foods affect our health. The course also looks at improvement in current eating patterns, correct portion sizes and how various foods fit into a meal pattern.



THE NUTRITIONAL FACTS YOU NEED TO KNOW

This course asks: what diet is best for good health? Eating to drop a dress size, or building up muscle mass is often what causes people to change their eating habits. However, the food we choose to eat affects our overall health. The course compares the pros and cons of different diets and shows why certain foods improve health while others do not. This course also explains how to read a food label.



NUTRITION MYTH BUSTERS

This course explores common myths about nutrition, looking at questions like: Does fat-free milk have more sugar than full-cream milk? Is quinoa a protein? If you fast for 12 hours a day, can you eat anything and lose weight in the right way? Is coconut oil good for your health? The course answers these questions and more, providing the science of nutrition and giving practical solutions to promote good health.

FINANCIAL WELLBEING WORKSHOPS

Financial wellbeing is the ability to manage finances by saving and spending wisely and being able to provide for yourself and your family, now and in the future. At Healthy Company we strive to enable financial wellbeing through practical and relevant financial education so that each employee can enjoy increased financial health and wealth.

PRICING:

WORKSHOP TYPE	PRESENTATION TIME	TIME ALLOCATED	GROUP SIZE (MAX)	FEE PER SESSION Healthy Company client	FEE PER SESSION Non-Healthy Company client
Awareness talk	1 hour	1.5 hours	150	R6 500	R7 475
Engaged presentation	2 hours	2.5 hours	30	R10 500	R12 075
Interactive workshop	4 hours	4.5 hours	30	R21 000	R24 150



WORKSHOP TOPICS



CASH CRUNCH

Free up some cash flow and reduce the pressure at home. South Africans spend 78% of their take-home pay servicing their debt. That leaves very little to live on – and that was even before COVID-19 put even more stress on people's finances. This workshop takes your employees through practical steps to restore cash flow and regain control in their personal finances.



DUMPING DEBT

Your employees will quickly and easily understand their financial options. Did you know that 43% of your financially stressed employees spend three or more hours each week at work on their personal finances? When we help reduce their debt, their stress decreases (so do loan requests and salary advances), and productivity increases. This workshop gives your employees tools to speed up getting out of debt themselves and advises those who need professional assistance on what to do.



COUPLE'S CASH

Argue less, manage money and build wealth – together. It is possible! Managing money as an individual is tricky enough. Throw in a partner, a few children and some financial stress, and the result often isn't pretty. But it can be easy and fun to manage money well, together. This most-requested workshop is particularly helpful if you can also provide it to your employees' partners who work elsewhere. It always produces gratitude and loyalty to all employers that provide it to their employees.



BUDGETING 101

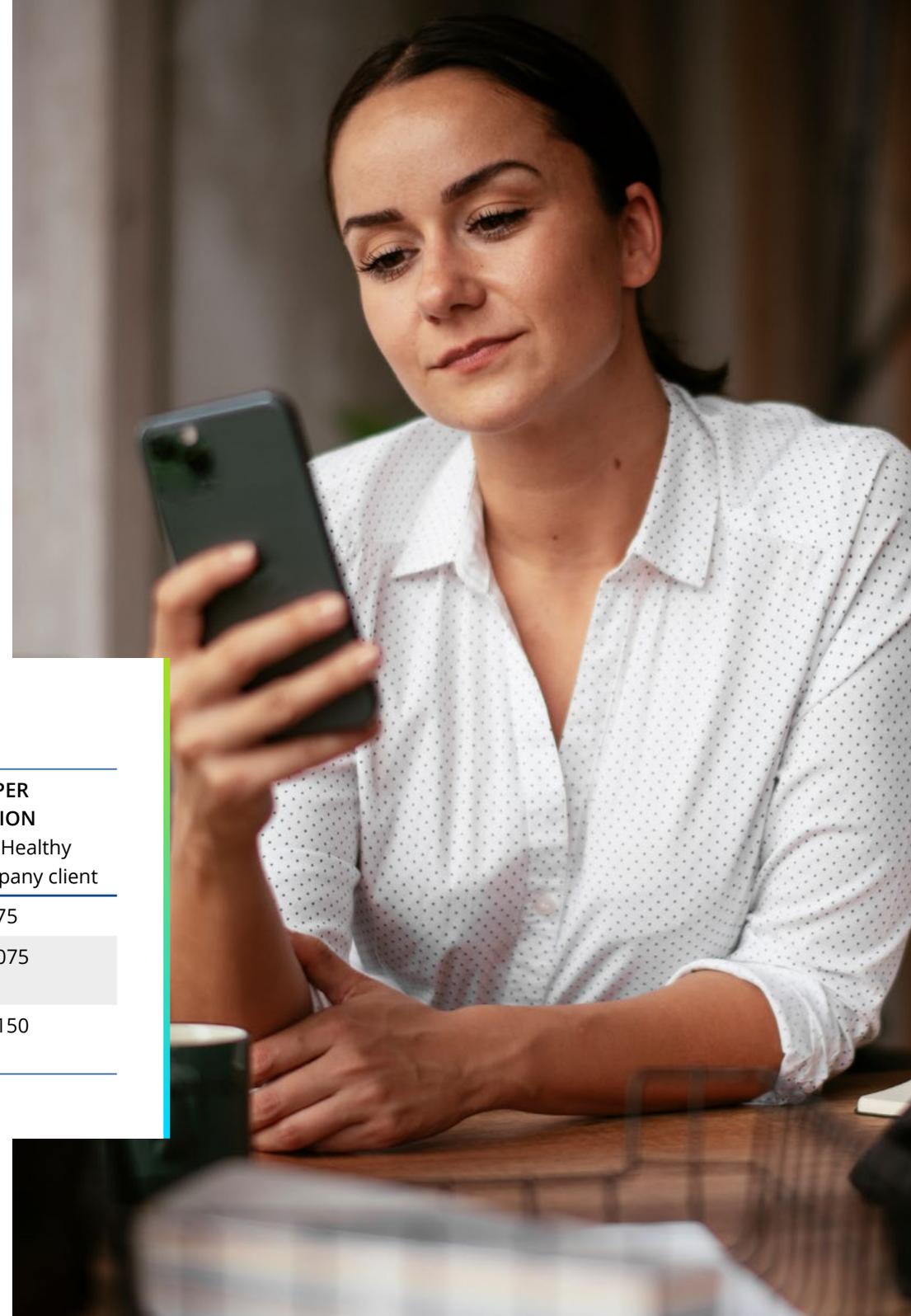
Learn about the number-one hack to make budgeting easy and painless to do. Budgeting is often seen as a tedious and even unnecessary chore. But when we teach employees how to manage their spending, implementing this single skill begins to transform your employees' approach to their money management. It features a unique twist that makes it quick and easy for everyone to do. Your employees will leave with a clear understanding of why this is a crucial life skill. They will also receive a budgeting template that wealthy people use and will change how they manage money.

LEGAL SUPPORT WORKSHOPS

Financial wellbeing is the ability to manage finances by saving and spending wisely and being able to provide for yourself and your family, now and in the future. At Healthy Company we strive to enable financial wellbeing through practical and relevant financial education so that each employee can enjoy increased financial health and wealth.

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WORKSHOP TOPICS



THE IMPORTANCE AND BASICS OF A WILL

This workshop looks at wills, what happens if a person doesn't have one, and what is essential to know when writing a will. If an employee dies without a will, there are many risks for their family. A will has to have certain things in it to be valid, so we discuss how to, for example, choose the person who makes sure the will is followed, choose who inherits, and what to do if the person who inherits is younger than 18 years. We also look into what must be done if someone passes away.



THE BASIC THINGS YOU NEED TO KNOW WHEN ENTERING INTO A CONTRACT

When someone signs a contract, their signature means that they understand the contract and agree to its terms. In South Africa, we can also have a spoken contract. Your employees need to know what to watch out for when they enter into a contract. This workshop looks at the basics of contract law, such as: what makes a contract a contract, what can be in a contract, when someone can make changes to a contract, and negotiating contracts.



BASICS YOU NEED TO KNOW ABOUT GETTING DIVORCED

Once someone has decided to get a divorce, they have to follow the right legal process to end their marriage. This workshop discusses your employees' options when they approach a court to get divorced. We also examine the costs of getting divorced and what your employees can do to keep costs low. It is possible to get divorced without a lawyer, but it is essential to know the pros and cons before deciding to do this.



WHAT ARE YOUR RIGHTS WHEN GETTING DIVORCED?

This workshop focuses on rights and responsibilities. When people get divorced, they often want to know what rights they have to receive assets or maintenance, and what their responsibilities are to pay maintenance or hand over assets. We discuss the rights and responsibilities the divorcing couple has regarding immovable property like a house, and we explain the rights of other parties. We also look at topics such as when and how someone has a claim to pension funds and other assets. We end the workshop with a discussion of a child's right to stay in or leave the matrimonial home.



DIVORCE: WHAT ARE YOUR RIGHTS WITH REGARD TO MAINTENANCE AND HOW IS MAINTENANCE CALCULATED?

The Maintenance Act, the Divorce Act and the Matrimonial Property Act set out who qualifies for maintenance, when someone can claim maintenance, what kind of maintenance they should receive and who is responsible for paying maintenance. This workshop explains how maintenance works and looks at topics such as how to apply for and calculate it and work out how long maintenance should be paid. We also look at claiming maintenance for a child.



WHO IS THE FAMILY ADVOCATE AND WHAT IS THEIR ROLE?

The Office of the Family Advocate deals with disagreements between parents or family members over parents' responsibilities and children's rights. If someone has children and are getting divorced, they have to involve the Office of the Family Advocate. This workshop tells your employees how the Office works as well as when and how they should contact the Office. We also go through what to expect at the Office.

WORKSHOP TOPICS *CONTINUED*



THE IMPORTANCE AND BASICS OF AN ANTENUPTIAL CONTRACT (ANC)

There are three options when getting married: marrying in community of property (the default), out of community of property with accrual, or out of community of property without accrual. We look at each option's pros and cons, and how to make the best choice. The workshop also talks about how an antenuptial contract works and which assets should be part of the contract.



ANTENUPTIAL CONTRACTS: WHAT ACCRUAL IS AND HOW IT WORKS

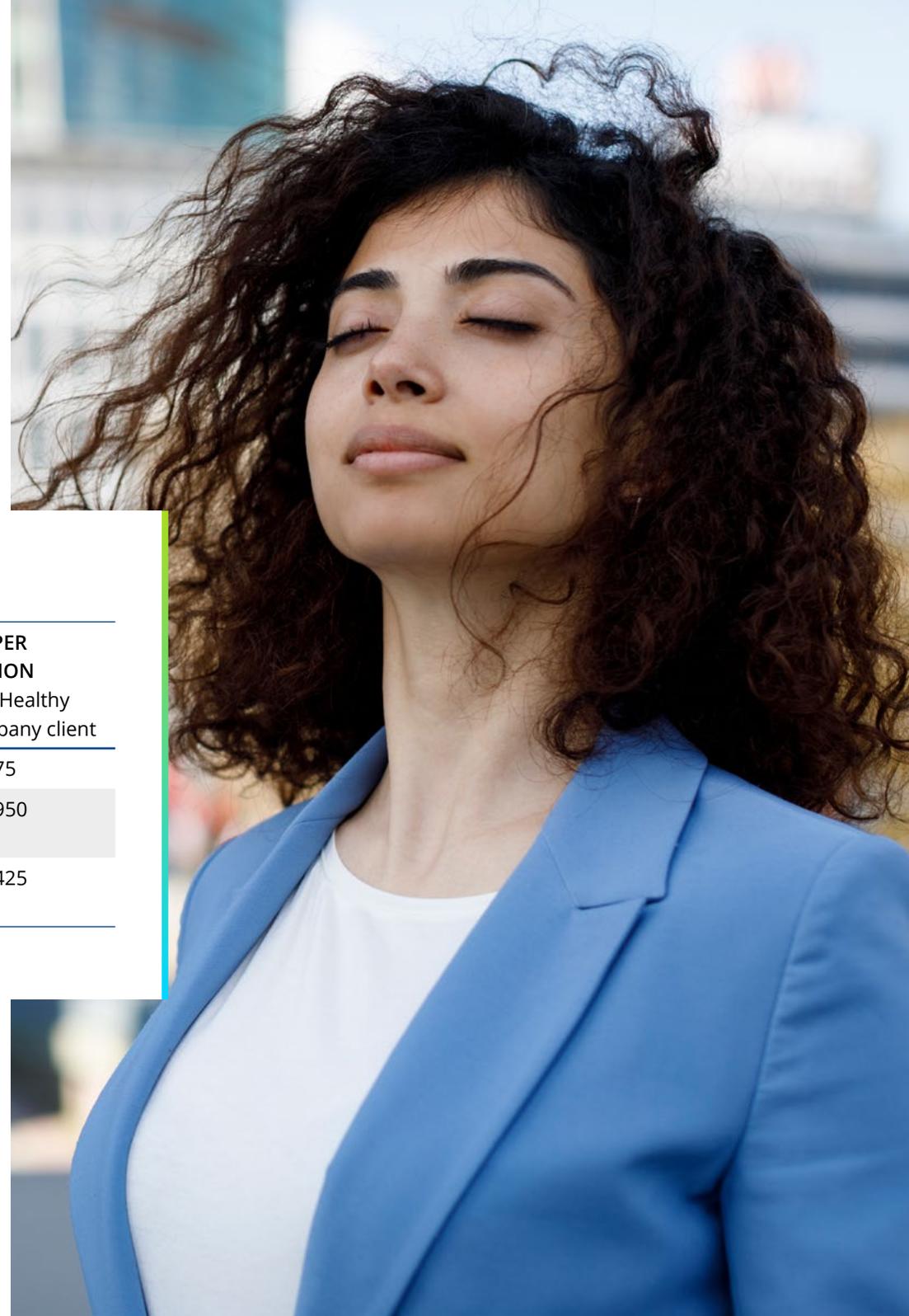
This workshop goes into more detail on accrual, which refers to the assets that a married couple builds up while they are married. We go into the detail of what accrual is, how to work it out, what has to be included and what can be left out. We also explore the benefits of marrying out of community of property with accrual.



BASICS YOU NEED TO KNOW ABOUT INSOLVENCY, SEQUESTRATION AND LIQUIDATION

In everyday speak, insolvency means that a person is unable to pay their debts. Legally, there's more to it. This workshop deals mostly with the Insolvency Act, but also looks at the Companies Act. We discuss when to declare insolvency and how to do it, and the difference between liquidating a company and sequestrating a person or trust. We also discuss what happens after a court order is granted for liquidation or sequestration and when a company's financial problems can affect someone's personal finances.

SAFETY WORKSHOPS



PRICING:

WORKSHOP TYPE	PRESENTATION TIME	TIME ALLOCATED	GROUP SIZE (MAX)	FEE PER SESSION Healthy Company client	FEE PER SESSION Non-Healthy Company client
Awareness talk	1 hour	1.5 hours	150	R6 500	R7 475
Engaged presentation	2 hours	2.5 hours	30	R13 000	R14 950
Interactive workshop	4 hours	4.5 hours	30	R19 500	R22 425

WORKSHOP TOPICS



SELF-DEFENSE

Every person should be able to protect themselves physically from any threat posed by another human being. This course will teach any person – regardless of gender and physical ability – how to take action against a situation that threatens their life and health. This self-defense course will enable anyone to perform physical actions that can help them get away safely from an attacker and keep themselves out of harm's way. Being vigilant is very important in a dangerous situation, so this course will not only teach physical skills but also vital observational skills.



COVID-19 SECURITY

This course covers two specific topics and gives advice on how best to deal with them:

- 01 | COVID-19 has forced South Africa into lockdown, which has significantly altered the crime patterns in the country but has not necessarily diminished the risk.
- 02 | Once lockdown is suspended, what will happen to crime levels? Will there be an increase in crime due to rising unemployment? It is almost certain that criminals will take advantage of the new regulations, such as long queues outside shopping malls. We will need to adapt our behaviour to stay a step ahead of the criminals.



HIJACK PREVENTION

Once lockdown is suspended, we expect that hijacking will increase significantly. This may be due to socio-economic factors as well as increased traffic on the roads. The hijack prevention course is aimed at reducing your risk of falling prey to hijacking.



HOME AND PERSONAL SAFETY

Before the lockdown, home invasions countrywide had surpassed the number of hijackings. We expect this trend to continue and possibly increase, so it is essential to understand how criminals gain entry and what can be done to avoid it. This course is applicable to all types of homes, whether it is a standalone house, a flat or a unit in a complex or compound. Your employees will also be trained on how best to respond during a home invasion.



STREETWISE IN SOUTH AFRICA

We specialise in understanding criminal behaviour and crime trends. The data from our trauma counselling call centre gives us unique insight into the current modus operandi of criminals. This has assisted us in developing this course to equip your employees to be streetwise and be a step ahead of criminals.



RAPE PREVENTION

South Africa has the highest rape statistics in the world. This course trains employees on how to identify a potential sexual abuser or rapist through their behaviour and personality and understand how perpetrators entrap their victims and how to avoid it. The course has a large practical element and employees get trained on how to respond when being attacked from the front, from behind, when forced onto the ground, when there's more than one attacker, or when the attacker has a knife or gun. Employees get to do practical exercises during this session, wherever they are logging in from.



KIDNAP PREVENTION

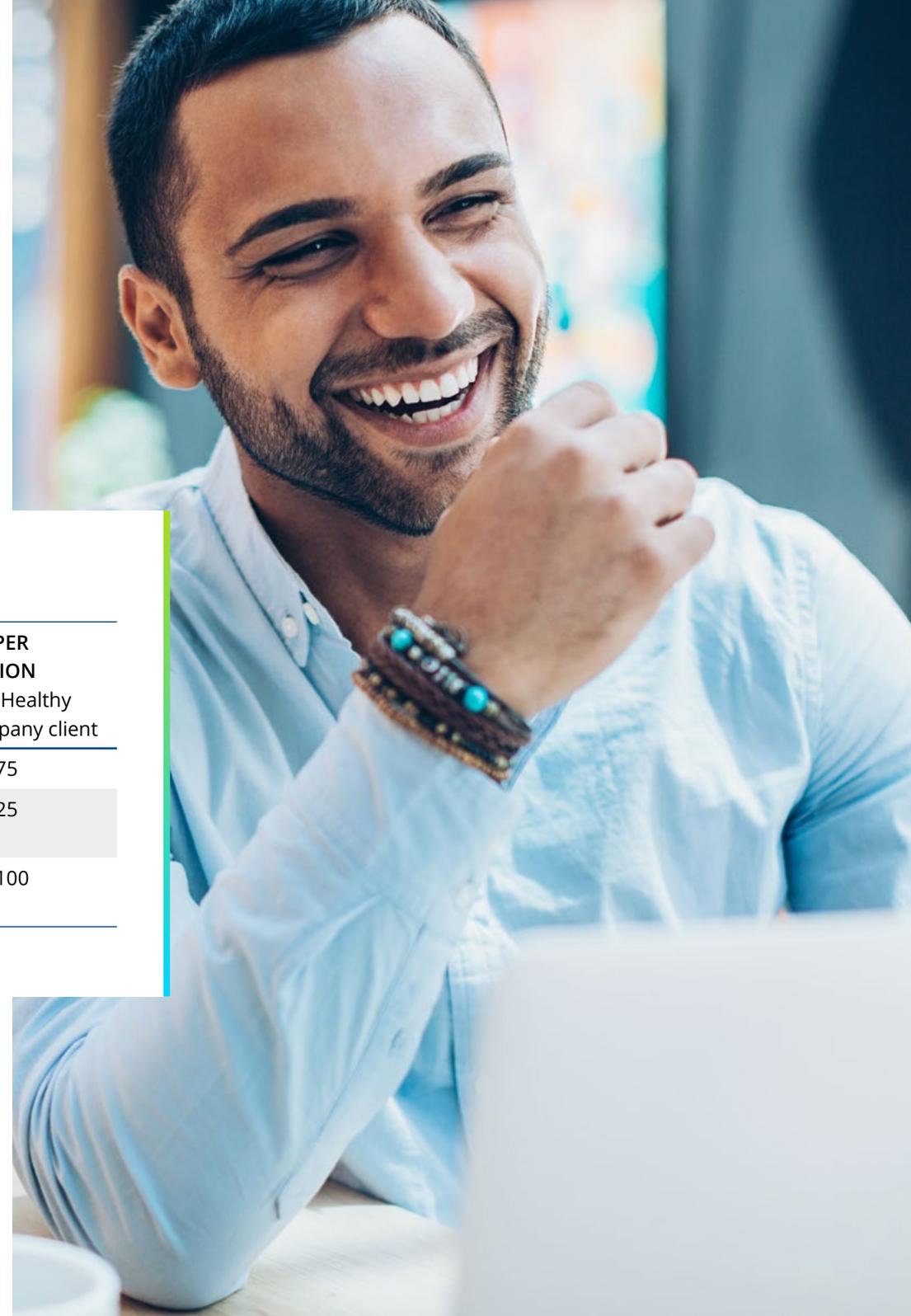
The latest rising crime trend in South Africa is kidnappings. There are various syndicates that target different groups, such as babies, toddlers, teenagers or adults. Everyone is at risk, so this course will educate employees the risks of kidnapping and how to avoid falling victim to it.



CIVILIAN BODYGUARDING

South Africans sometimes find themselves in situations where they have to act as bodyguards for their families, but very few have had any formal training to equip them for such a challenge. This course trains employees on protection strategies used by bodyguards, as well as tactics for unarmed combat and how to use common household objects as defensive weapons. This course does not cover firearm training.

SOCIAL WORKSHOPS



PRICING:

WORKSHOP TYPE	PRESENTATION TIME	TIME ALLOCATED	GROUP SIZE (MAX)	FEE PER SESSION Healthy Company client	FEE PER SESSION Non-Healthy Company client
Awareness talk	1 hour	1.5 hours	150	R4 500	R5 175
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Interactive workshop	4 hours	4.5 hours	30	R14 000	R16 100

WORKSHOP TOPICS



ANGER MANAGEMENT

Anger can be very destructive, especially in the workplace. During this workshop we will discuss how anger affects the body, mind and behaviour of a person. Controlling one's own emotions when faced with other people's anger is explained and we look at how to identify and help other people safely manage some of their repressed and expressed anger. A five-step method to break old patterns and replace them with a model of assertive anger will be put in place. We also cover how to communicate with others in a constructive and assertive manner.



BUILDING BETTER TEAMS

This workshop focuses on understanding the value of working as a team. For a successful team you need to develop team norms, ground rules and team contracts where necessary. We unpack how to identify your team player style and how it can be used effectively with your own team as well as how to build trust within the team. We also look at how to identify ways that team members can be involved and grow in a team setting as well as the critical role of communication within a team.



BULLYING IN THE WORKPLACE

Bullying in the workplace is on the increase. In this workshop, we define what bullying is and what it is not, and we identify bullying behaviours and some of the reasons behind this behaviour. We discuss how bullying can be prevented and what role each individual can play in this prevention. We also cover ways your employees can protect themselves against bullying. Knowing what to do as a victim of bullying is discussed, as well as appropriate solutions to bullying both inside and outside of the organisation.



COACHING AND MENTORING

Understanding how to use coaching to develop a team is the foundation of this workshop. During this workshop we will discuss how to develop the coaching and mentoring skills necessary to help improve individual performances of team members. We will also look at the demonstrative behaviours and practices of an effective coach as well as how to recognise employees' strengths and give effective feedback needed for success. Identifying employee problems and the correct way to support them will also be unpacked in this session.



COMMUNICATION STRATEGIES

Communication is such a vital element of all relationships, and the workplace is no different. During this workshop, we identify some common communication problems, and we guide your employees in developing skills to ask questions that give them the information they need. We also explain what non-verbal messages are telling others and what skills to develop to listen actively and empathetically to others. Enhancing your employees' ability to handle difficult situations and deal with them assertively is also explored.



CONFLICT RESOLUTION - GETTING ALONG IN THE WORKPLACE

Conflict in the workplace can contribute to many difficult situations in the workplace. During this workshop, we aim to understand what conflict is and how it can escalate. Understanding the types of conflict and stages of conflict is explained, as well as how to recognise the five most common conflict-resolution styles and when to use them. Being more confident in one's ability to manage conflicts and enhance productivity will also be explored, as well as effective techniques for intervention strategies.

WORKSHOP TOPICS *CONTINUED*



EMOTIONAL INTELLIGENCE

In this workshop, we unpack emotional intelligence, how to understand what it is, and how to recognise how our emotional health and physical health are related to each other. We explore techniques to understand, use and appreciate the role emotional intelligence plays in the workplace. We also discuss how to understand different emotions and how to validate emotions in others.



GENERATION GAP - CLOSING THE GENERATION GAP IN THE WORKPLACE

A generation gap in the workplace can have a negative impact on emotions and productivity if not managed correctly. In this workshop, we identify where the generation gap issue surfaces and the impact it has on the modern workforce. Describing and applying language that is specific to each generation currently in the workplace is explored, as well as organisation strategies that overcome these issues. Then we discuss how to evaluate the need and effectiveness of recruitment, retention and succession plans in the context of the generation gap.



MANAGING ACROSS CULTURES

Culture can shape the workplace. So, in this workshop, we define what culture is and how to develop useful cross-cultural attitudes. To achieve this, we look at communicating effectively across cultures as well as effectively managing employees from different cultures. Furthermore, we discuss how to promote acceptance and awareness in the organisation to help create a multicultural environment.



STRESS MANAGEMENT

Stress is part of our daily lives and understanding how to manage this stress is vital for the wellbeing of everyone. In this workshop, we demonstrate that stress is an unavoidable part of everybody's life and show how to recognise the symptoms of stress or burnout. We also discuss how to change situations and actions that can be changed and how to deal better with situations and actions that cannot be changed. In addition, we explain how to create an action plan for managing stress at work and at home.



HOW TO BOOK A WORKSHOP

You can view all of our workshops and book online. Simply log in to the [Employer Zone](#), select Healthy Company, go to [Workshops and training](#) and click on the Request button for the workshop you would like to book and complete the online workshop booking form.

Alternatively, you can book a workshop by emailing healthycompanybookings@discovery.co.za

Please include the following information when requesting a workshop:

- Workshop audience (staff, managers, executives, etc)
- Workshop type (1-hour awareness talk, 2-hour engaged presentation or 4-hour interactive workshop)
- Number of employees attending
- Possible dates and times you would like the workshop to be presented.

If you would like us to develop a workshop on a topic specifically for your organisation, please email healthycompanybookings@discovery.co.za

