

A young woman with long dark hair and glasses, wearing a yellow t-shirt, is smiling broadly with her hands clasped in front of her. She is sitting at a desk with a laptop. The background shows a bookshelf with books and a plant.

2022 Discovery Healthy Company

WORKSHOPS



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Discovery Healthy Company **workshops**

To empower you and your employees in better 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

An informative talk which drills down into specific topics. We provide in-depth and comprehensive information along with relevant examples and practical applications.

2-HOUR

ENGAGED PRESENTATION

Presentation on a specific topic with practical examples. Participants can ask questions throughout the session and are encouraged to actively engage.

Maximum 30 people.

4-HOUR

INTERACTIVE WORKSHOP

An in-depth workshop covering all aspects of the topic, showcasing skills and how to implement them. We work through case studies and participants have 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 using Zoom as the webinar platform.

The one hour awareness talk and the two 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 elements of a defined topic. We provide in-depth and comprehensive information along with relevant examples and practical applications.

Maximum 500 people.

2-HOUR WEBINAR

ENGAGED PRESENTATION

A presentation covering all elements of the chosen topic as well as practical examples. Participants can ask questions throughout the session and are encouraged to actively engage.

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 workshops aim to help your employees to achieve optimal levels of emotional wellbeing to enable your organisation to 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

Emotional wellbeing workshops



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.

Emotional wellbeing workshops (cont.)



CREATING A PSYCHOLOGICALLY SAFE WORKPLACE ENVIRONMENT

During the last few months COVID-19 and trauma have been part of all of our daily lives. Employees need emotional support in the workplace. This workshop explains what psychological safety in the workplace is, and what it should look like. We will explore psychological safety barriers as well as what steps leaders and employees can take to create a psychologically safe work environment for everyone.



UNCONSCIOUS BIAS

We all have an unconscious bias toward people that look and talk the same way we do. Everyone holds unconscious beliefs about different groups of individuals e.g. associating a stereotype with different genders. This workshop explains what unconscious bias is, as well as where it stems from. Living and working in a diverse country and workplace, it is important that everyone is aware of their unconscious biases. Through this workshop, we explore how to be aware of these biases and develop the necessary skills to manage them.



RESILIENCE

COVID-19 has been a test of resilience for many, if not most people, over the past two years. Alongside COVID-19, some people have experienced other traumas. The resilience workshop covers what resilience is, the link between resilience, trauma and adversity, how resilience can be built using practical skills, as well as how to use adversity and trauma as an opportunity for growth.



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.



DIFFERENT HATS WOMEN WEAR

Women are expected to fulfill many different roles in society. These roles include being a mother, wife, professional, care-taker, teacher to their children etc. This workshop focuses on women and the many different responsibilities that women face on a daily basis. This workshop uncovers practical methods and skills on how women can better look after themselves to ensure they are able to fulfill their many other roles.



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.

Emotional wellbeing workshops (cont.)



FESTIVE SEASON VERSUS SILLY SEASON

December months are known for holidays, festivities and spending time with loved ones. However, during this time, there is an increase in gender-based violence (GBV), alcohol misuse, risky sexual behaviour, motor vehicle accidents and overall trauma. This workshop encourages employees to have a festive season filled with joy and rest and how to avoid heavy drinking, violence and accidents.



MEN IN 2022

The roles of men have changed in many ways and forms in the last few years. This workshop will look at the roles that men play in society, in the workplace and in their family in 2022. We also discuss mental health for men and develop the skills to help men cope emotionally and mentally with the pressures of life in 2022.



GENDER-BASED VIOLENCE - SURVIVOR INTERVIEW

Gender-based violence has been a very prevalent topic in the last few years. In this workshop we interview a gender-based violence (GBV) survivor. The survivor shares his/her story and journey with GBV to encourage other victims to speak out and get the help and support they need.





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	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	R10 500	R12 075
Interactive workshop	4 hours	4.5 hours	30	R21 000	R24 150

Physical wellbeing workshops



WORKPLACE ERGONOMICS

In this workshop, we explain how optimal workplace or home office desk setup and seating/standing posture can minimise pain, injury and fatigue. We provide helpful exercises and stretches to improve posture, reduce muscle tightness and improve lower back pain associated with incorrect ergonomics. We also delve into the importance of active breaks when employees are seated at their desk for long durations.



UN-DIET MASTERCLASS

This workshop is all about changing the way you think about food. Eating should be about fuelling your body with delicious, nutrient-dense food for optimal performance, health and immunity. It's about balance and taking control of your health. It's about lasting, sustainable change to enable you to ultimately live your best life ever. We also provide a cooking demo on time-saving healthy meals and snacks.



EXERCISE FOR NECK, AND UPPER AND LOWER BACK PAIN

In this workshop, we discuss the causes and biomechanics of chronic back pain. We demonstrate effective exercises and stretches to manage and improve back and neck pain.



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.



EXERCISE PROGRAMMING

What type of exercise should you do? In this workshop, we look at the different kinds of exercise and the benefits of each including aerobic and anaerobic cardiovascular exercise, high intensity interval training, strength training (for both males and females) and the common myths and misconceptions about strength training, especially for females.



FEMALE FITNESS AND HEALTH

In this workshop, we delve into women's exercise, the impact of a woman's cycle on exercise and recovery post-exercise. We also address common barriers and myths preventing women from engaging in regular exercise and tips on how to overcome them. We discuss the importance of strength training in preventing, especially as women get older, and give examples of strength exercises that can be done at home without equipment.

Physical wellbeing workshops (cont.)



EXERCISING AFTER COVID-19

In this workshop, we explain the impact of COVID-19 on fitness and other health outcomes, the role of exercise in immunity and how and when to return to exercise after a COVID-19 diagnosis.



MAJOR FOOD GROUPS - LEGUMES, PULSES, GRAINS AND SEEDS

Nutrient dense plant based meals keep you fuller for longer and help prevent cravings and binge eating. This workshop covers the importance of legumes, pulses, grains and seeds and how fiber and protein can be found in plant-based sources. We also provide a cooking demo on quinoa crusted pumpkin pie, sugar bean curry with brown rice and black bean and mushroom tacos.



TESTICULAR CANCER AWARENESS

In this workshop, we focus on male cancers such as testicular cancer. We unpack the disease, discuss the signs and symptoms and how to do a testicular examination. The talks will encompass information on the types of cancers men most often get, what to look out for, and the importance of getting to know your body.



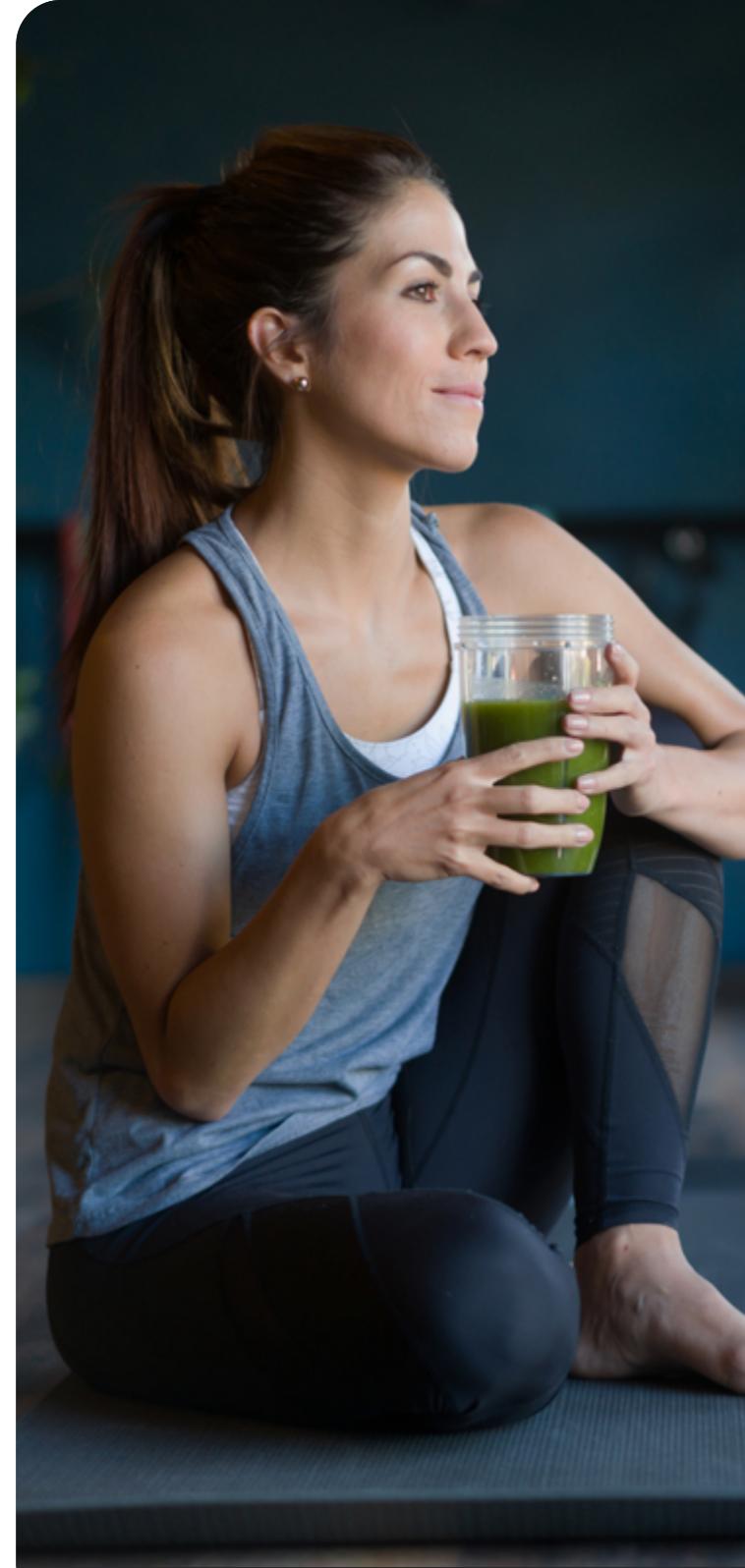
YOU ARE WHAT YOU EAT

A workshop covering the difference between quantity and quality of the foods we eat, how everything we eat is either healing us or hindering us, and the importance of our gut microbiome in our immunity and mental state. We provide a cooking demo on a home made burger and eating a rainbow of foods.



BREAST CANCER AWARENESS

In this workshop, we focus on female cancers such as breast cancer and cervical cancer. We look at the signs and symptoms or both, how to perform a breast self-examination, and the importance of regular screening.





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

Financial wellbeing workshops



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.



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.



WEALTHY KIDS™ WORKSHOP

A fun and aspirational topic to kick off financial wellness goals within the family, this talk is aimed at caregivers who want to know where, when and what they should be teaching kids aged 4 to 12 about money – to ensure they don't make the same mistakes we did! Incorporating easy-to-implement and fun ideas as to how you can introduce great money management habits to children, this workshop will pay dividends – without putting the bank of Mom and Dad in the red.



WEALTHY WOMEN™ WORKSHOP

Take your seat at your throne, queen. Women face unique challenges when managing money (gender pay gap, career breaks due to family commitments and life expectancy) and this workshop speaks to how they can face these head-on. A 60 minute session timed to coincide with Woman's Day on the 8th of August, the skills learnt will be applicable for the rest of their lives, no matter the phase.

Financial wellbeing workshops (cont.)



SILLY SEASON SPENDING™ WORKSHOP

A 60 min talk for employees who know the pain of overindulging during the silly season. This is about ensuring your employees can genuinely relax about next year's expenses and family commitments. This empowering workshop will teach your employees to make the most of their salaries and bonuses, helping them craft goals and lay down the foundations for a wealthy future.



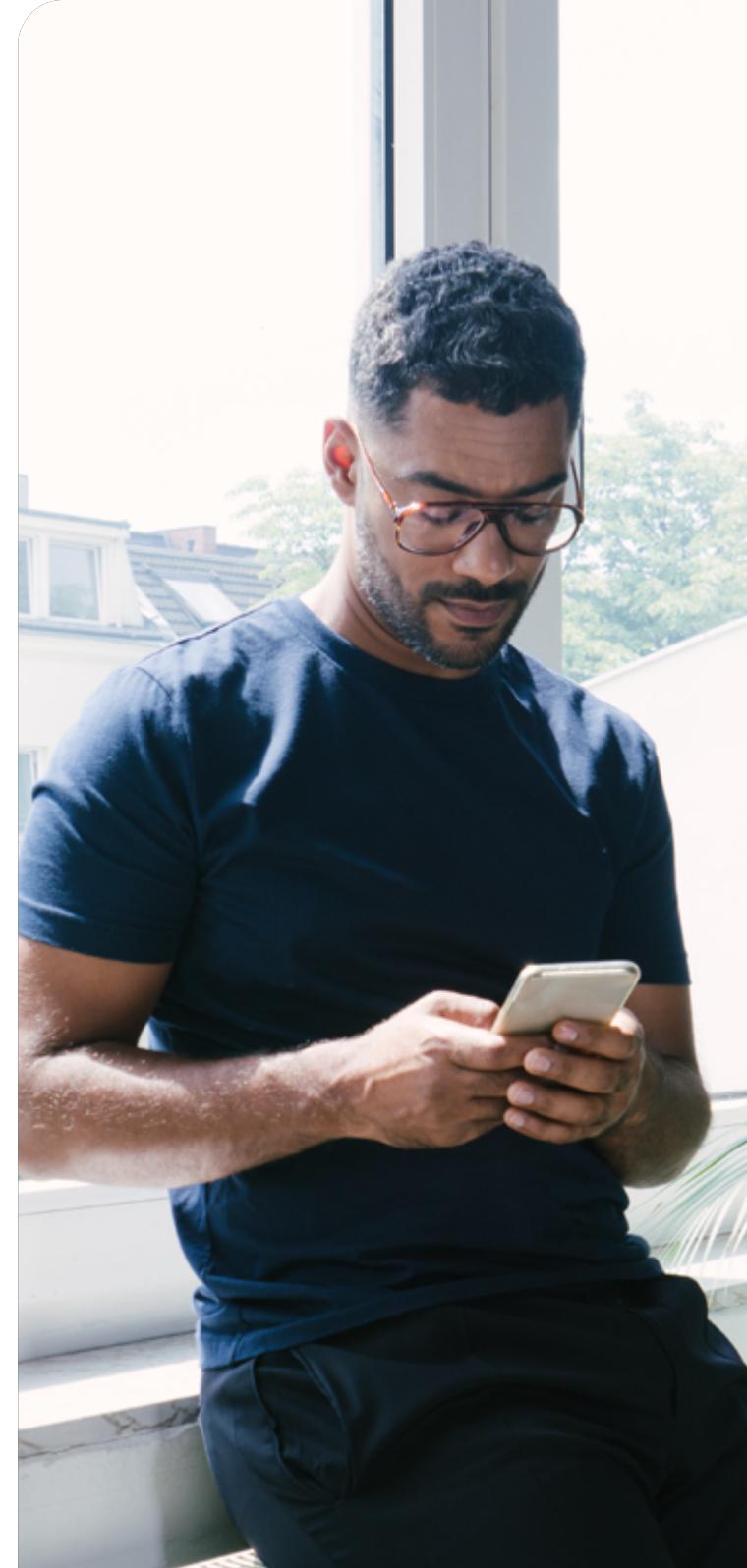
MONEY MAKEOVER™

Very often the new year brings with it a renewed enthusiasm for fixing those things that might have gone awry in the past. This workshop is all about inspiring, motivating and assisting employees who want to add "fix their finances" to their list of new year's resolutions. Covering a 5-step guide to kickstart this process, this 60 minute webinar is geared to get employees utilising the financial wellness benefit at their disposal.



BACK TO THE OFFICE BUDGET™

Fancy pants, lunch, taxi fare. We've gotten used to not spending money on some things during the pandemic, but now we're going back to the new normal. This workshop will teach your employees the importance of flexibility and resilience in their finances to help them weather the return of the good times (and one day the bad times, again). With clever hacks underpinned by healthy financial habits, this budgeting workshop is entertaining and enlightening.





Legal support 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	R10 500	R12 075
Interactive workshop	4 hours	4.5 hours	30	R21 000	R24 150

Legal support workshops



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.

Legal support workshops (cont.)



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.



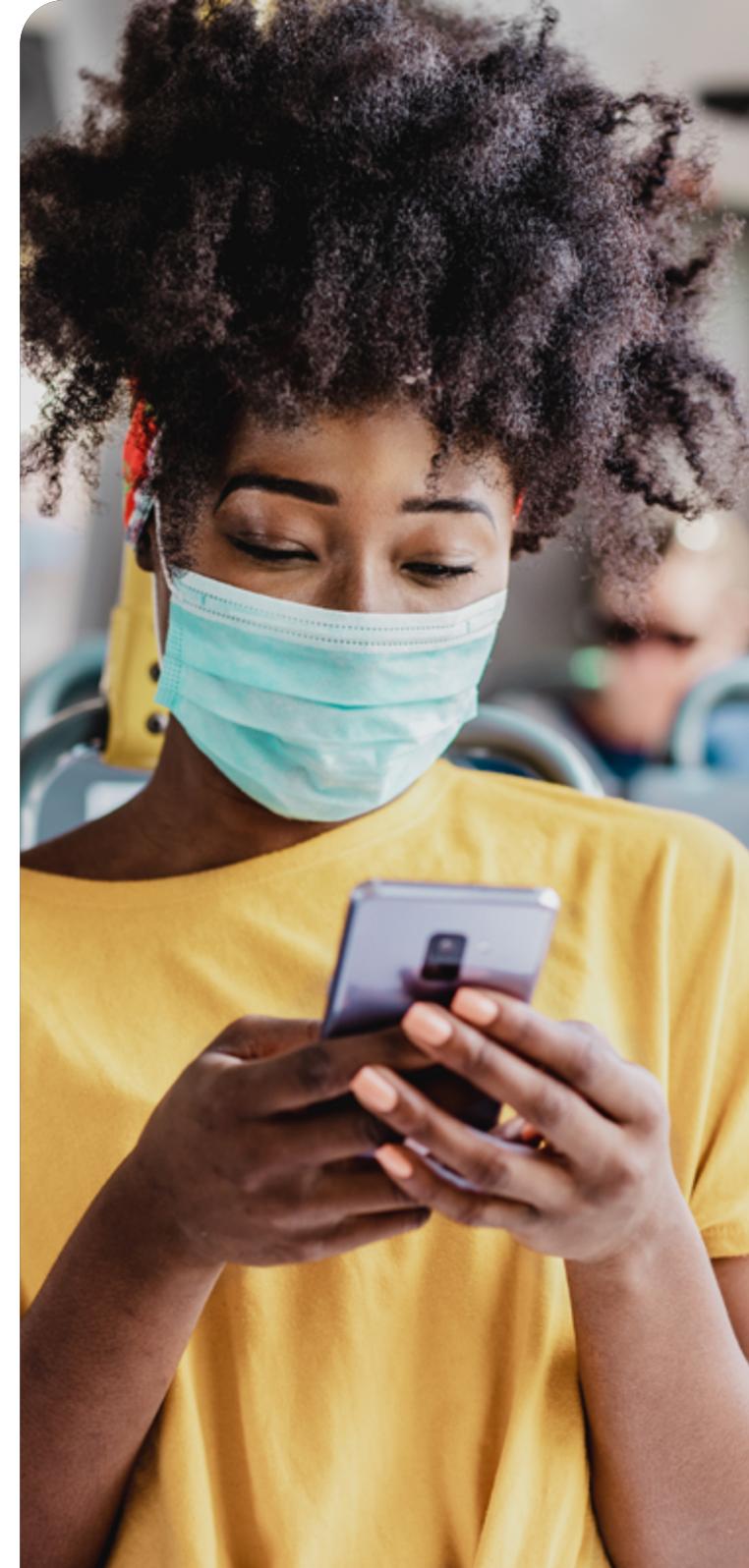
ANTENUPTIAL CONTRACTS: WHAT ACCRUAL IS AND HOW IT WORKS

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 sequestering 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

Safety workshops



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
Engaged presentation	2 hours	2.5 hours	30	R7 500	R8 625
Interactive workshop	4 hours	4.5 hours	30	R14 000	R16 100

Social workshops



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.

Social workshops (cont.)



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.



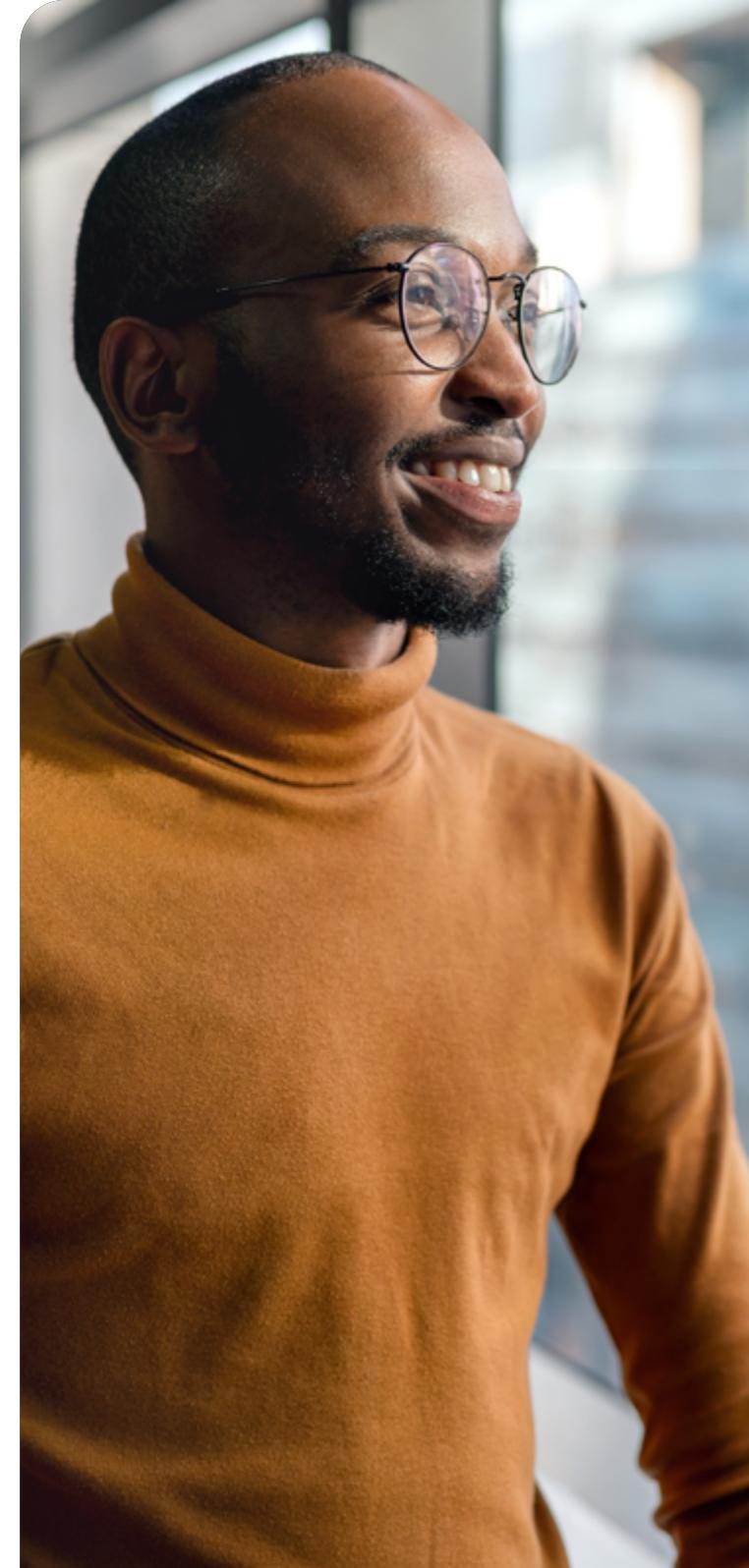
MANAGING ACROSS CULTURES

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



