

WORK-LIFE SEMINARS



Powerful group changing experiences free of charge to Blomquist Hale Employee Assistance Program (EAP) client companies. Non client companies can purchase group experience for an hourly fee. Courses are generally presented at work-site and can be designed to offer helpful suggestions on a variety of topics. (Each class lasts approximately 60 minutes.)

Powerful Interpersonal Communication

Our ability to communicate and problem-solve is critical to our success both at work and at home. Most of us use the same communication approaches we learned years ago in our families of origin. However, those strategies don't always optimize a successful outcome. This presentation highlights approaches that consistently create healthy and productive relationships.

Mental Illness In The Workplace

This presentation helps others become more familiar with the different types of mental illness. They will learn about the challenges of these illnesses and how common they are in society. The presentation provides employers with ideas on how to "reasonably accommodate" these issues in the work environment.

Compassionate Problem-Solving

What do you do when someone is behaving in ways that are making you feel distressed? Unfortunately, many are left to choose between "putting up with it" or "having a fight". Learn the skills necessary to address these problems more effectively. This presentation highlights strategies to powerfully identify problems while maintaining compassionate dignity of all involved.

Making The Decision To Change

Most of us realize that if we would only improve our health-related lifestyle, that we would lose weight, gain strength, have more energy, avoid chronic diseases, and enjoy better health. Unfortunately, knowing we "ought to" change rarely translates into "better health." This presentation focuses on "how to" successfully change in your health-related behaviors.

Cooperation In The Workplace

Cooperation in the workplace is vital to success of any organization. This workshop focuses on the causes of non-cooperation and the underlying reasons for these destructive behaviors. Strategies of cooperation in the workplace are discussed as alternatives to non-cooperative behaviors. The end result is a healthier environment and more productive experiences.



EMPLOYEE ASSISTANCE PROGRAM (EAP)

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WELLNESS & WORK-LIFE SEMINARS



Successful Aging

"Grow old along with me! The best is yet to be!" Is that really possible? Is it possible that each year can actually bring more contentment, joy, and happiness? Researchers, who study older Americans, are answering with a resounding **yes!** They are reporting large numbers of 60, 70, 80, or even 90 years old who are absolutely loving the experience and enjoying robust health and vitality.

This presentation will address the difference between *"normal aging"* and *"successful aging"* using the results from the two largest and most prestigious studies ever conducted on this subject. These results are both amazing and encouraging, and bring into clear focus what you must be doing now if you want to enjoy good health and vitality when you retire.

The seminar will also address the relative impact of genetics versus lifestyle on successful aging and will highlight the simple health-related behaviors that have powerful consequences to enhance last 20 years of your life.

A Strategy For Difficult Conversations

From time to time, we all face relationship issues which require us to have difficult conversations with other people. This short workshop presents a simple strategy that increases our chances of positive outcomes in these difficult situations.

Back to Winter And Back to School

The change of summer to winter brings challenges for all of us. With the changing of the seasons we are more prone to depression and parents face the challenges of sending children back to school. This workshop focuses on strategies to help minimize the potential stresses associated with the changes of the seasons and the demands of a new school year.

How to Make The Most Out of Your Job

Each week, the average person spends about half their day at work. Over the course of a person's lifetime, this represents a huge proportion of their total time here on earth. Although some find their time at work to be immensely rewarding, there are many who do not obtain adequate satisfaction from the experience. This presentation highlights five basic steps to help achieve extra-ordinary satisfaction from your job. Learn how to increase job performance and job satisfaction utilizing principles learned from the field of emotional intelligence. Participants are encouraged to take responsibility to improve their experience at work and achieve greater levels of overall satisfaction in life.

How to Get Along With Everybody at Work: From Customers to Co-Workers

One of the biggest stresses in the workplace just might be how we get along with those we have the most contact with—namely co-workers and customers. Difficulties here may lead to emotional distress in other areas of our life. This workshop includes tips on how to get along with those co-workers and customers so we avoid *"taking it home"*.

Customer Service: When The Fire Gets to Hot

This presentation focuses on customer service and how to treat both customers and co-workers in a way that prevents things from getting *"out of hand"*. This presentation teaches how to handle angry customers and how to resolve situations in a positive way for both the customer and the employee.

Balancing The Stress of Life For a Healthier Lifestyle

What do you do when life feels overwhelming and you sense that unless something changes, you are fast approaching burnout? One useful approach is to learn to monitor our own energy levels and make the adjustments in our lives that allow us to regain our balance. This presentation uses the analogy of a reservoir to illustrate how we can gain control of the *"drains"* (stressors) depleting our bodies of energy. Taking time for *"fillers"* allows our reservoir to be replenished, which helps a person to regain energy and better balance the stresses of life.



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Proactive People Management

Managers across the country report that at least 30% of their time is spent resolving “people problems”. Most of these problems are preventable, especially with entry level staff. New employees are frequently confused about or completely unaware of the roles they are expected to play in a professional setting. Likewise the rules of the corporate culture they have just entered may be a complete mystery to new hires.

Managers are not immune to these kinds of adjustment challenges. Roles and expectations change dramatically for employees who become first time supervisors. Too often these differences are discovered by falling headfirst into “the pit” that wasn’t there yesterday. This training experience is exclusively designed for managers and supervisors. It’s goal is to provide leaders with the skill set to “mind set” new employees and set them up to succeed in their business relationships. The roles and code of conduct for leaders as distinct from line staff is also explored.

Drug-Free Workplace

This seminar is intended to function as a primer for management teams with an interest in implementing drug-free workplace policies and procedures. We will cover the rationale for such policies, as well as suggestions for drug testing protocols, assessment of individuals with positive drug tests, disciplinary actions, and rollout strategies.

Managing Across The Generations

Baby Boomers, Gen X, and Gen Y: What an assortment of temperaments and a mix of motivations! Tomorrow’s manager will doubtless find all of the above making up his or her team. Few baby boomers will retire completely. Many will find themselves working part time elbow to elbow with co-workers the same age as their grandchildren, and being supervised by a manager the same age as their youngest child. Sounds like a script for a workplace reality show, doesn’t it?

This seminar gives managers a concise history of these 3 generational groups with emphasis on their work ethic, attitudes about authority, and their motivational hot buttons. This offering is most suitable for managers and management hopefuls.

Discrimination And Sexual Harassment Prevention

This hour is well spent in sensitizing employees to the issues that surround this controversial topic. The laws are examined; but more importantly, this presentation focuses on a commonsense approach to respect and consideration in the workplace.

Marriage American Style: Lover’s Leap

Experts estimate that 55% to 65% of today’s American marriages will end in divorce. (*That’s first marriages, the odds worsen for 2nd and 3rd marriages.*) This seminar is designed for those individuals contemplating marriage. We explore the most common areas of conflict and compatibility within modern marriage. We hope many will be willing to take this leap before taking THE LEAP.

Marriage: A Post Leap Look

You’ve taken the vow, so what now? We suggest you consider this training experience. Structured to appeal to all marriages from the newly wed to the most battle-hardened veteran, this seminar will engage anyone interested in staying “very married”. This course will provide proven concepts for strengthening your marriage. We cover such topics as gender differences, (*men are from Mars and women are from Pluto*) conflict, and communication. If you like what you find here, (*and we bet you will*) you may want to take advantage of our widely acclaimed 8 week Relationship Seminar. This educational experience is offered on Tuesday evenings from 6:30 PM – 9:00 PM in Blomquist Hale’s Salt Lake office. The seminar is free to all covered employees and dependents.

Parenting Teens

“The aliens took my real kid and left this”. Ever feel like this as you try to navigate those troubled waters of the teenage years? We understand; and we have some great ideas and suggestions for parents who want to “do the right thing” with their teens.



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Staying in Step: Surviving And Thriving In Step Families

No one plans to have a step family. Yet, many of us find ourselves in these “non nuclear” families. Here the old tried and true roles of parent and child/ Mom and Dad are pushed to the breaking point. Broken hearts and broken marriages are all too frequently the result. Come examine with us the “new family” rules and roles, as well as some timely tips for living with the “ex’s”.

More Money Than Common Sense?

Remember this old saying? These days it can take a good deal more than common sense to manage money well. This seminar is designed to hit the highlights of personal financial management. The principals presented here presuppose that participants have adequate income to support their lifestyle. Tips and strategies focus on wise planning and management of existing income rather than on increasing income. Saving and credit receive special attention. *Hint: don't expect tips on no-load global mutual funds. This is a basic course.*

Forgive And Forget?

What nonsense! If we wait until we can forget before we forgive, chances are it will be far too late to make any difference to anyone. We all experience injury in our relationships. Most of that injury is minor; some is deep and grievous. No matter the extent of the injury, forgiveness is an issue for us all. This seminar explores the age-old questions of forgiveness: Who to forgive? How to forgive? And when to forgive from a safe distance? (*Enough is enough*)

Anger Management For Everyone

Ever get miffed, ticked, offended, irritated, frustrated, peeved or just plain angry? Well join the human race. Anger is an adaptive response to threat and stress. It's helped to keep our species on top of the food chain for thousands of years. (*“What's eating you?” is a VERY outdated expression*) The average person typically has good basic anger controls on board, already. Still, these are vital skills for success in all areas of life. So, we offer this workshop as a means of sharpening your skills as opposed to sharpening your claws.

Managing Workplace Gossip

As managers we are often surrounded by the hissing (*she said; he said*) and backbiting of our employees. At times, it feels like we are trying to conduct business in a snake pit! Learn some unique and very effective ways to eliminate this kind of poisonous environment in your workplace. If you have ever felt “caught in the middle” between contentious employees, this workshop is for you.

The Troubled Employee

“I've tried everything with this person and nothing works!” “This individual is impossible, they are always causing trouble.” “You just can't win with her. There is no way to ever please her.” “I'm worried about him. He makes me very uneasy, and his coworkers feel the same way.” Sound familiar? As larger and larger portions of our population enter the workforce, we will inevitably be faced with troubled or even unstable individuals. Here we enter a realm where the usual rules often do not apply. In this training, we offer techniques and expert support to supervisors facing these challenges.

Parenting Without Losing Your Mind

Every day your children are preparing for tomorrow and you are the key to their success. This seminar covers the essential ingredients to succeed in your job as a parent. It will discuss the significance of the parental role model, having a love based relationship, setting limits, creating a nurturing atmosphere and taking time for family fun.

Depression: It's Roots and It's treatment

Millions of Americans suffer from this disorder. It is considered to be the leading cause of death for teens and young adults (*through resulting suicide*). Yet, this disorder of mood is relatively simple to treat in most cases. Tragically, many of those who are most in need of treatment never seek it. The unfortunate stigma associated with depression is arguably more dangerous than the disorder itself. In this seminar, we examine the myths and realities of this country's most common emotional malady.



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