



Introductory Training

These brief sessions are designed to raise awareness, spark conversations, and provide participants with practical tips for action. All sessions are 60-90 minutes, and can be delivered in person or online.

1. STRENGTHENING RESILIENCE: AN INTRODUCTION

FOR ALL STAFF

Bounce Back, Resist Pressure, Adapt to Change and Thrive. Together these four descriptors form a resilience continuum, highlighting that our resilience is fluid. Everyday actions can help us to navigate daily challenges and live well.

Most of us know which strategies are helpful for boosting our resilience. However, when we are juggling many different priorities or managing changing circumstances, putting these into practice can be challenging.

In this session, we'll use insights from psychological science to review the best ways you can boost your resilience and thrive. Get ready to recognise the things you do well, and pick up new helpful strategies.

Session objectives:

1. Define resilience and learn Umbrella's model of resilience.
2. Review why resilience is so important in our fast paced world.
3. Understand the science of stress.
4. Discover the link between active recovery and resilience; brainstorm effective ways to practically and quickly recover during the work day.
5. Create an action plan to help you follow up on this session.

2. MENTAL HEALTH AWARENESS: AN INTRODUCTION

FOR ALL STAFF

1 in 5 New Zealanders will experience mental illness in every year, at least 1 in 2 in their life time. This means wherever you work it is likely you'll be in contact with someone who might be struggling.

Research demonstrates that increasing knowledge about mental health and pre-planning how you would start a conversation with someone you're worried about helps improve confidence and competence to follow up. Creating a culture where people are comfortable talking about mental health at work helps to reduce stigma and increase the likelihood that people will access mental health support when they need it.

Session objectives:

1. Understand mental health and mental illness – what's the difference?
2. Recognise how to spot signs of stress and distress in yourself and colleagues.
3. Learn useful tips on how to have safe conversations about mental health.

"Thanks so much for organising this! I've been to a few stress related workshops by now but none of them were so well presented and entertaining as this one. Would love to see more material by Umbrella."

– Weta Digital

3. BOOSTING WELLBEING IN REMOTE AND DISPERSED TEAMS

FOR LEADERS OR ALL STAFF

Working remotely, at least part of the time, has become more and more common. There are a number of advantages of these flexible working arrangements, but also a number of challenges.

The ways we build wellbeing in the office will often need some adjusting to meet the challenges of working remotely, typically requiring us to be more intentional and deliberate with our approach.

We have two versions of this overview - one for team members to help boost their wellbeing when working remotely, and one for leaders to equip them with tools to create a culture of wellbeing in their teams.

Session objectives:

- Understand changes to the way we work, including the benefits and challenges of remote working
- Create an action plan to follow up on the session

For leaders

1. Identify individual preferences among yourself and your team that will shape what successful remote working looks like
2. Learn practical strategies to promote wellbeing in dispersed teams, including:
 - Ways to effectively segment work from home
 - Simple ideas to promote social connection
 - Recognise the importance of leadership communication

For team members

1. Reflect on your personal preferences and how these may impact your wellbeing when working remotely
2. Learn practical strategies for looking after your wellbeing, including:
 - Ways to effectively switch gears between work and home life
 - Tips for managing distractions, competing demands, and waning motivation
 - Ideas to feel connected with your team and colleagues, even when physically separate

4. RESILIENCE DURING UNCERTAIN TIMES

FOR LEADERS OR ALL STAFF

Overwhelmed, surviving, adapting and thriving.

These four descriptors help people reflect on their resilience as it fluctuates over time, especially during change and uncertainty.

Our aim is to raise understanding of people's normal adjustment responses, and equip people to manage the associated ups and downs. We provide a New Zealand model of wellbeing on which to centre our conversations.

We cover these practical wellbeing strategies:

- Diaphragmatic breathing
- Stop and pause
- Take control
- Acknowledge your reactions right now
- Boost positive emotions

This session can be run for all team members, or tailored specifically for those leading teams.

Session objectives:

1. Understanding and normalising people's responses to uncertainty.
2. Introduce Te Whare Tapa Whā as a model to help recognise signs of stress.
3. Use the four walls of Te Whare Tapa Whā to promote healthy habits for wellbeing.
4. Leave with practical strategies to strengthen your own resilience.
5. Create an action plan to help you follow up on the session.

“The solicitors said that the session was practical, flexible, honest and that they really appreciated the fact that you tailored the session to suit them. They thought you were dynamic and interesting in the way you presented, commenting it was one of the most useful sessions for development that they have been exposed to.”

– Duncan Cotterill

5. SHIFTING THE FRANTIC

FOR ALL STAFF

In our modern, hyper-connected, “always on” world, many people describe feeling constantly frantic, overwhelmed and as if they are constantly playing catch-up. At Umbrella, we hear comments like:

I'm always in meetings... The pace here is full on..... it's hard to slow it down.... If we can just get through this next busy patch...

This mental overdrive often means it can be hard to utilise well known time management strategies, manage stress, or work productively, and it can feel impossible to ever fully wind down.

In this session, we'll look at the common factors behind the frantic and review practical strategies proven to increase your experience of calm and control.

Session objectives:

1. Shed light on the biological impact of being busy and the addiction effect that can subsequently occur.
2. Identify the benefits of reducing the frantic.
3. Highlight ideas, innovations and strategies known to help manage the frantic.
4. Start your planning how to turn “good ideas” into habits.

6. FLOURISHING: THE POWER OF POSITIVE PSYCHOLOGY

FOR ALL STAFF

Positive psychology is the scientific study of what helps individuals and groups to thrive and flourish. Not only does flourishing help improve people's life satisfaction, but it also helps them to be at their best at work with higher engagement, collaboration, and productivity.

Research from positive psychology has found that there are particular interventions that work to increase flourishing, and most likely act as foundations for new habits, actions or relationships.

These interventions have been called PERMA:

- P – positive emotion
- E – engagement
- R – relationships
- M – meaning
- A – accomplishment

In this session, we will look at some of the tools and skills that have been found to improve positive emotion, engagement, relationships, meaning and accomplishment. You will leave with some tips to try out.

“It's invaluable to feel the support that's there from a professional and innovative organisation.”

“Umbrella presented some interesting material and created a positive space for discussion. I felt connected with the other attendees and got a lot out of it personally.”

“I really like the evidence based combination of brain science and practical strategies.”

“Always love Umbrella sessions and always find them hugely beneficial in my professional and personal life.”

“Very pragmatic and applicable. Good framing of psychological understandings.”

These are facilitated sessions delivered in-person or online and limited to a maximum of 30 participants. These topics are also available as conference presentations or webinars.

**FOR MORE INFORMATION OR REFEREE DETAILS, CONTACT:
THE UMBRELLA TEAM - AUCKLAND - TAURANGA - WELLINGTON**
T 0800 643 000 **E** office@umbrella.org.nz **W** umbrella.org.nz