



## HAP's Well-being Programs

HAP's well-being programs are designed with the knowledge that employees' physical, mental, and emotional states are all interconnected and may impact work-life performance. Our themes are broad in scope, from healthy eating, body mechanics, boosting mental resilience, to career well-being. Programs range from one-hour workshops to multi-week behavior change programs, all focused on educating and motivating employees to be their best self in and out of work\*.

All workshops and multi-week programs listed on this catalog are available as live webinars to support remote learning.

### Chronic Disease Prevention

**Kidney Health:** Learn about early detection and treatment for kidney disease and what the National Kidney Foundation (NKF) is doing to lead the dialogue about this important disease (1-hour workshop).

**Understanding a Modern Epidemic ..... Low blood sugar – High blood Sugar – Pre-diabetes – Diabetes:** Learn the risk factors associated with dysfunctional blood sugar management. Acquire information on proper diet and exercise and understand that they are a crucial part of achieving better health and relief from the ravages of diabetes (1-hour workshop).

**Hypertension...High Blood Pressure:** Understand the importance of recording and tracking your own blood pressure. Learn how lifestyle changes and other natural alternatives may lower blood pressure (1-hour workshop).

**Become Your Own Anti-Cancer Advocate:** With prevention being the best approach against any disease, you will learn that even with cancer, certain lifestyle adjustments can be a mighty defense (1-hour workshop).

**How to Maintain Healthy Bones.... Osteoporosis and Nutrition:** Find out the best way to care for your skeleton with a holistic, well-balanced approach to diet, supplementation, and exercise (1-hour workshop).

## Mental Health and Stress Management

**Mindful Eating and Healthy Snacking:** Learn about mindfulness and how it plays a role in our likelihood to overeat? Learn ways to apply mindful eating strategies to achieve your nutrition and weight management goals (1-hour workshop).

**Understanding Addiction and Its Impact on the Family and Workforce:** This training will provide an in-depth look at addiction and its impact on the family and the workplace. Using a model called the “Family Sculpt”, attendees will visually see the impact and dynamics that addiction has on the family and peers (1-hour workshop).

**Mindfulness 101:** Learn how your personal stress barometer can provide cues to being more mindful and responding to the world around you with more openness and awareness (1-hour workshop).

**Stress Management 101:** Understand your stress profile to manage time, reduce worry, find positive outlets and be more resilient (1-hour workshop).

**Stress Management .... Fighting Fatigue:** When responsibilities become over-whelming, a syndrome called adrenal fatigue develops. Find out if this energy-zapping condition is dragging you down, and how to treat it naturally (1-hour workshop).

**Upgrade Your Brain:** Learn how nutrition and lifestyle influence the health of our brain. Understand how to care for and nourish your gray matter for a more balanced mood, clearer thinking and a more fulfilling life (1-hour workshop).

**The Art of Relaxation:** Learn different relaxation strategies as well as the benefits associated with knowing how to use these calming techniques (1-hour workshop).

**Navigating Change During Uncertain Times:** Learn new strategies for approaching change. Acquire change management skills that will better allow you to handle change (1-hour workshop).

## Physical Activity

**Move More for Better Balance:** Relax your body, strengthen your mind and improve your balance (1-hour workshop).

**Move More – Walk More:** Learn about what you can do to improve your fitness level so that you can participate in walking clubs, no matter the weather outdoors (1-hour workshop).

**Pain Free in the Real World:** Understand the 5 Key Facts About Your Body's Design. Learn about the MoveWell® Daily Dozen, twelve body-weight oriented exercises designed to restore postural and movement symmetry and help you move your way to health (1-hour workshop).

**Back Talk:** Learn about herniated discs, spinal stenosis, lumbar strains, sciatica and other low back pain problems are often preventable and treatable with a sound exercise program. Watch as the we break the top 5 myths about back pain (1-hour workshop).

**Run Pain-Free:** It's possible to run mile after mile without pain. This interactive workshop teaches you about the top five running injuries and offers solutions using the **MoveWell®** Runner's Daily Dozen (1-hour workshop).

**Walk Pain-Free:** Don't let pain stop you from getting your 10,000 steps! Whether you are an avid walker or just beginning a walking program, learn about the top five injuries that plague walkers and get answers to your pain problems. Not only will you learn "where to start", you will walk away with the **MoveWell®** Walker's Daily Dozen to keep you on track and pain-free (1-hour workshop).

**Golf Pain Free:** Research indicates that golf injuries due to overuse and poor swing technique are prevalent among golfers of all levels. Optimal Golf is a revolutionary program backed by the expertise of the MIHP Think Tank. The Golfer's Daily Dozen will help improve the power of your golf swing, decrease pain associated with the golf swing, improve consistency and accuracy, and enhance the effectiveness of your golf lessons (1-hour workshop).

**Get Rid of the Middle, Man:** Come and take part in this interactive workshop designed to teach you three strategies to flatten your middle. Participants will walk away with the copy of the Matrix, a middle-melting, functional strengthening program that can be done in less than 5 minutes (1-hour workshop).

**15 Minutes to a Pain-Free Day:** Growing old does not mean you have to live in pain. This interactive educational workshop gives you simple answers to your aches and pains. This includes a partner circuit which can be set up at work or at home for 15 minutes of fun that will get you moving in all the right places and help you live pain-free (1-hour workshop).

**Standing Strong:** This workshop looks at how aging effects proper movement patterns and focuses on increasing balance and fall prevention. Learn how to move "safer" and feel better. Participants will receive the **MoveWell®** Standing Strong Daily Dozen (1-hour workshop).

**The Perfect Finish:** Learn about proper training techniques, nutrition guidelines, injury prevention, and best pre-race and post-race practices. After all, there is something to be said for finishing well (1-hour workshop).

**5K Training:** Most people have dreams they don't realize but only because they don't know where to start. Let **MoveWell®** get you off the couch to help teach you and help you plan and train for your first 5K.

**Home Safe Home:** This interactive workshop is designed to teach you the **MoveWell®** 5-Key Facts, how to fall proof your home, and some exercises that can be done in 2 minutes to decrease your chances of falling. Make your home a haven again (1-hour workshop).

**Hunt Pain-Free:** Hunting is one of the top Fall activities in our great state of Michigan. Many hunters injure their backs during the activities of this sport. **MoveWell®** can help hunters with a quick solution to avoid these issues with some dynamic stretching and re-train rotation to happen in all the right spots (1-hour workshop).

**MoveWell®@ Work:** Low back pain is the most common complaint of people who sit for the majority of their workday. Learn the "causes" of the most common back diagnoses and simple exercises to get rid of them for good (1-hour workshop).

**Step into Spring:** With the drawing of spring, out come the golf clubs, garden rakes, and fishing poles. It's hard to transition from hibernation to all of those activities without some ache or pain happening. Let **MoveWell®** teach you how to avoid possible pain, or even injury, that will allow you to step into spring pain-free and productive ... any even shave a few strokes off that golf game (1-hour workshop).

**Slip, Trip and Fall Pain-Free:** Reaching across your midline or cross stepping requires you to move in the rotational plane. Not being able to do this may cause you to slip, trip or fall, which may cause pain or injury. **MoveWell®** will teach you the correct movement patterns to avoid any such injury, especially if you work in an environment with limited movement or space (1-hour workshop).

**Thinkers Guide to Eating & Exercise:** Let **MoveWell®** teach you proper food intake and portion control, as well as, easy ways to make movement pain-free and much more fun. You will learn that dumbbells are actually smarter than you ever imagined (1-hour workshop).

**Achy Breaky Knee:** Are you experiencing knee pain? Do your knees make noise when you squat? Does it hurt to go up or down the stairs? Do you have a bad knee? If any of this is you, it's not your knee's fault. This workshop explains the top three knee diagnoses, what causes them and how to fix them or prevent pain in the future. Come and get your **MoveWell®** Knee Daily Dozen and give your knees the respect they deserve.

**Office Strong:** Let's face it. Working in an office is one of the most strenuous jobs you can have. I invite you to learn the 4 S's: how to stand strong, stretch the "right" way, straighten up, and improve your stride. This workshop includes the **MoveWell®** Office Strong Daily Dozen (1-hour workshop).

**Double Monitor - Pain in the Neck:** Although we love technology, double monitors can be a pain in the neck, literally! This workshop not only teaches you how to ergonomically set up your desk environment, but more importantly, how to train your body to tolerate it. A few of these simple stretches a day can relieve that pain in your head, neck, shoulders, and midback (1-hour workshop).

**Overexertion:** If you sit, drive, or do repetitive activities for most of the day, this workshop is for you. This workshop explores the different types of overexertion, why it happens, and how easy it is to prevent pain and/or injury from overexertion. This workshop includes the Desk Jockey Daily Dozen (1-hour workshop).

## Pain Management

**Fighting Pain and Inflammation: A Natural Approach:** Learn how diet, lifestyle changes, and natural herbal remedies can be used to address pain and inflammation.

**The Evolution of Aches and Pains:** This workshop gives an overview on how genetics and daily habits contribute to your aches and pains now and, potentially, in the future. You will then learn tips and techniques to help body awareness, improve your body alignment and postural habits to reduce or prevent pain and injury (1-hour workshop).

**Breaking the Pain Cycle:** You will learn the mechanics of back pain and its relationship to work postures, stress and reduced productivity. There will then be an interactive demonstration of poses and techniques to reduce your pain, taking control of your condition with positive thoughts and coping strategies (1-hour workshop).

**MoveWell® 3-Month Program:** Comprehensive program aimed at identifying and providing musculoskeletal exercises and recommended solutions to combat pain that are easy to integrate into a person's busy day. (multi-week program).

## Nutrition

**Lifestyle Medicine.... More Life, Less Medicine:** Strategies on how to apply nutrition, diet, latest laboratory results, and other lifestyle modifications to both treat and prevent illness will be reviewed (1-hour workshop).

**Know Your Numbers (Blood Pressure/Cholesterol/Blood Sugar) ... and How to Change Them:** Arm yourself with a new understanding of what diet and supplementation, an active lifestyle, and stress management can mean to your overall health (1-hour workshop).

**Fats are not Created Equal.... Reasons to Enjoy Real Butter:** Understand the types of fats that are healthy and how to incorporate them into your diet, and how to stay clear of those fats that are lethal to your health (1-hour workshop).

**Product Packaging and the Food Label:** This session is designed to assist individuals in navigating and unraveling the confusing information on the food label with the goal of having the ability to make better food choices. Also discussed is product packaging and how it influences our food purchases (1-hour workshop).

**Detoxing ... Is This a Good Idea?** The instinct to detox is a great one. We are exposed to an unprecedented number of toxins in the modern environment. Each year 2,000+ new chemicals are registered for everyday use in the United States. Learn strategies that will help boost your body's natural detox system (1-hour workshop).

**Hormones 101:** Hormones are an important chemical produced by the body. The following are discussed in this two-hour presentation; insulin, cortisol, DHEA, thyroid, natural estrogens, natural progesterone and natural testosterone. Learn accepted ways to balance your hormonal system to significantly improve your health (1-hour workshop).

**Wellness for Life – Eat Your Medicine (Multi-week program, 3-1 hours sessions):** This 3-Part series discusses; foods and nutritional substances that have medicinal effects on the body, foods that have been shown to be destructive, ways to lose weight naturally, and other natural science- based applications to live longer and avoid chronic illnesses (1-hour workshop).

**Lose Weight .... It is Not About Counting Calories:** Scientists now recognize many biochemical pathways and control mechanisms help regulate how we absorb, distribute, and expend the food we have eaten. With each discovery, we identify additional points for intervention that can tip the scales in favor of successful reduction in body fat. This is a deeper dive into the understanding of the cause of weight gain, so an effective plan can be designed to successfully lose weight. (Multi-week program, 4-1 hours sessions)

**Weight Wise® at Work** Learn to adopt a healthier lifestyle with eight simple “diet-free” habits. Learn about the importance of hydration, different fats, physical activity and other habits that create an opportunity for weight loss and maintenance (Multi-week program, 6-1 hours sessions).

## Social and Emotional Well-being

**Diversity:** Learn to identify and define diversity and the barriers that hinder it. Explore the key factors needed to make diversity successful (1-hour workshop).

**Effective Communication:** Learn to listen effectively, paraphrase and respond in a positive manner to others. Develop skills for communication well via non-verbal cues and using assertive communication techniques (1-hour workshop).

**Conflict Resolution:** Learn how to develop an effective conflict management strategy. Identify and manage the three stages of conflict, explore the various personality styles and develop solutions for communication problems (1-hour workshop).

**Grief:** Learn about post-traumatic stress disorder and how this can be a factor in the grieving process. Discuss the different aspects of grieving and how to assist an individual involved in the grieving process (1-hour workshop).

**Depression:** Participants will review symptoms of stress that can lead to depression in ourselves and also in our family, friends and co-workers. Review the importance of listening and being there for others and recognize serious signs of distress and when and how to seek help (1-hour workshop).

**Suicide:** This training provides reliable information about suicide and mental illnesses. Discuss ways to talk with someone with suicidal thoughts and how to prevent suicide through intervention (1-hour workshop).

**The Art of Being an Effective Communicator:** Communication can be challenging in today’s workplace. Using real work and life examples, this training and discussion will include strategies for communication effectively in today’s environment (1-hour workshop).

**Appreciating Personality Differences in the Workplace:** Understanding your own personality and the personalities of those around you is critical to success. Personality is the inherent driver of how act. This training will discuss a variety of personality types and strategies to communicate more effectively (1-hour workshop).

## Career Well-being

**Emotional Intelligence in the Workplace:** Improving Emotional Intelligence can enhance relationship within your organization and with our customers. This workshop involves self- evaluation and the develop of strategies to increase your emotional intelligence (1-hour workshop).

**Time Management:** Learn techniques for successful time management. Become aware of the ways in which you can contribute to your own time management issues and learn techniques to improve your efficiency (1-hour workshop).

**Appreciating Personality Differences in the Workplace:** Understanding your own personality and the personalities of those around you is critical to success. Personality is the inherent driver of how act. This training will discuss a variety of personality types and strategies to communicate more effectively (1-hour workshop).

**Harassment:** Participants will learn how to effectively report harassment in the workplace and how to properly define harassment (1-hour workshop).

**Dealing with Unwanted Behaviors in the Workplace:** Learn how to recognize unwanted communication patterns. How to develop several strategies and techniques for dealing with unwanted behaviors. Also, how to apply three fundamental steps for coping (1-hour workshop).

**Manage Challenging Customer Calls & Creating Customer Loyalty:** Discuss how every interaction is a moment of truth. Customer perception is their reality. Learn steps for enhancing positive customer perception and strategies for effectively responding to difficult callers (1-hour workshop).

**Building Respect in the Workplace:** Respect is the consideration we have for each other in all aspects: personal property, reputation, beliefs, values, feelings, thoughts, and emotional well- being. Therefore, it is critical to understand how our behavior can negatively affect the work environment and how we affect others around us, whether we know it or not (1-hour workshop).

**Work-Life Balance:** Identify various ways to achieve balance with your personal, family, and work responsibilities. The conflicting demands of work and home can create stress and zap the time and energy needed to get everything done. In this workshop participants will find answers that will allow them to be more effective and more satisfied with both their home and their work lives (1-hour workshop).

**Compassion Fatigue:** This workshop will identify the contributing factors and related symptoms, from emotional outbursts to chronic ailments and difficulty sleeping. You'll explore the common phenomenon of emotional contagion, as caregivers begin to take on the emotions of those they need to help or rescue. After understanding how compassion fatigue can develop, you'll learn specific strategies to reduce and defuse high stress levels and to develop resilience (1-hour workshop).

*\*Programs are subject to change without notice. Program availability is based on vendor capacity and geographic location. Contact your account manager or wellness coordinator for additional information at [wellness@hap.org](mailto:wellness@hap.org)*