



**FIND
YOUR
WAY**
Coaching

**ADVANCING MENTAL WELLBEING
& WORKPLACE COMMUNICATION
THROUGH PROACTIVE
PREVENTION AND EDUCATION**

TRAININGS AND COACHING CATALOGUE

WWW.FINDYOURWAY.COMPANY

FindYourWay Coaching is a Swiss-based company focusing on education, coaching and consulting. We build for your company a training constellation that creates and **promotes long-term organizational wellbeing and sustains the ideas of prevention through reskilling.**

Our main and very distinctive focus is to combine mental wellbeing coaching with assertive communication trainings, which is based on the belief that we cannot separate true employees wellbeing from their social and communication skills, to ensure holistic organizational health.

Our methodology is known to be extremely practical. Interaction, tips, case study and roleplays during our trainings are common practice. We have a research-based approach in both our theory and practice.



OUR OFFERINGS:

- From 2.5 days programs to shorter lunch & learn sessions on topics around our two main pillars of mental wellbeing and communication.
- Group and Individual Coaching Sessions for specific topics (i.e. resilience, boundaries, etc).
- Swiss Certifications on Mental Health First aid

OUR CLIENTS:



INTRO/AWARENESS SESSIONS



**MENTAL WELLBEING AWARENESS SESSION:
SELF-CARE & SPOTTING MENTAL
DISTRESS AT WORK**

FORMAT:

Informative workshop online or in person for the whole company. The participants are informed with theory during the first part of the session, and then coached into thinking and practicing self-care activities in an interactive way.

DURATION, LANGUAGES, AUDIENCE:

90 to 120 minutes; English, Italian, Spanish. It can be tailored to an unlimited number of participants, or it can be focused on a specific team.

CONTENT:

- What is mental health? What is wellbeing? Data on global current situation around mental health.
- Raising awareness around mental health and the importance of prevention and breaking the stigma.
- How the first signs of mental struggle in others might look like at work and how to start a simple but meaningful conversation.
- The important and underestimated parallel of physical and mental health: how to practice self-care with practical tips.

INTRO/AWARENESS SESSIONS



**MENTAL HEALTH LESSONS:
GROUP COACHING ON FOCUSED TOPICS**

FORMAT:

Group Coaching Sessions in person or online.

DURATION, LANGUAGES, AUDIENCE:

120 minutes; English, Italian, Spanish; for specific teams or individual contributors (companies can purchase a coaching package of a certain number of hours), minimum 6 to max 10 people.

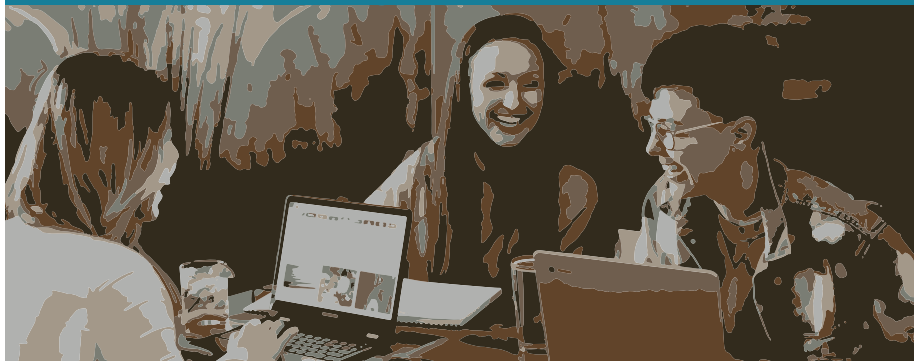
Each topic can be done separately. The topics can also be tailored for longer workshops of up to 20 participants, offered as micro-talks and/or lunch and learning sessions.

TOPICS:

- Learn to be resilient, manage stress and practice self-care.
- Enhance productivity during hybrid work and manage workload & routine.
- Address imposter syndrome, minimize negative self-dialogue, and enhance self-esteem at work.
- Master difficult conversations & place boundaries be assertive.
- Embrace excellence over perfectionism: empowering tools for thriving Instead of feeling stuck.
- Deal with uncertainty, change and new transitions.

PRICE SPECIFIC PRICE BY HOURLY PACKAGES OR TOPICS TO BE CONSULTED WITH TRAINER

OUR SIGNATURE PROGRAM



ASSERTIVE COMMUNICATION TRAINING PROGRAM: BUILDING HEALTHY COMMUNICATION AT THE WORKPLACE

This is FindYourWay's signature workshop since the past 6 years.
More than 200 people have been through this training.

FORMAT:

In person or online

DURATION, LANGUAGES, AUDIENCE:

1.5 day plus a 2-hour case study online. Possibility to do it in 6 modules across 4 weeks as well. Languages are English, Italian, Spanish. The minimum number of participants is 8 people, max 15. It can be tailored to the leadership team and also for middle management and employees together.

CONTENT:

MODULE 1: Psychological safety and the importance of assertiveness in organizations (1.5 hour)

MODULE 2: Establishing a truthful culture and managing boundaries: assertive time optimization in e-mails and meetings set up (2 hours)

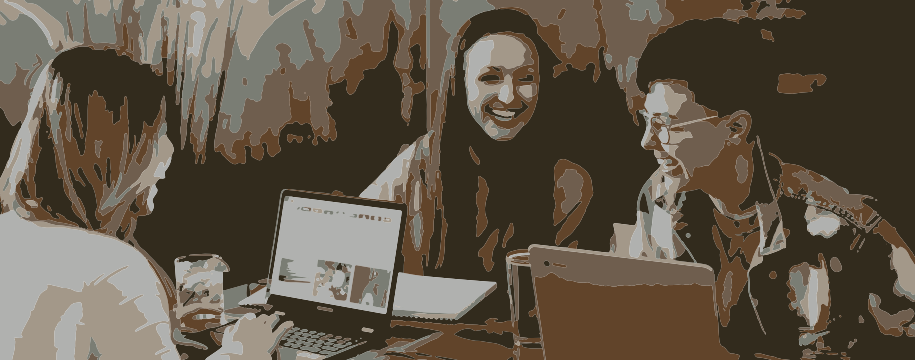
MODULE 3: Learn the art of saying NO, make requests, establish the right communication for cooperation (2 hours)

MODULE 4: Conflict management and manage difficult conversations (2 hours).

MODULE 5: Learn the art of feedback. Encourage it, learn to give positive and negative feedback (2 hours).

CASE STUDY ONLINE (1.5 hour): Encourage teams/colleagues to talk about mental wellbeing and resilience

OUR SIGNATURE PROGRAM



**ASSERTIVE COMMUNICATION TRAINING
PROGRAM: BUILDING HEALTHY
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WORKSHOPS HIGHLIGHTS:

87% of participants reported heightened awareness on burnout prevention.

52% experienced increased confidence in their communication skills after only half day training.

80% expressed a strong desire to make this training mandatory within their company.

90% of master-level students felt better prepared to excel in the corporate world.

Should you prefer to focus on specific training elements individually, we offer customizable workshops and coaching sessions tailored to your needs.



DIGITAL WELLBEING: IMPACT YOUR COMPANY CULTURE

FORMAT:

Workshop. In person or online

DURATION, LANGUAGES, AUDIENCE:

2.5 hours each part (5 hours with breaks in total); English, Italian, Spanish;
Max number of participants is 20 people.

CONTENT:

In this workshop, participants will learn effective techniques for managing digital tools, empowering them to positively influence company culture.

CONTENT HIGHLIGHTS:

- Understanding Digital Wellbeing: Explore research and data emphasizing the importance of digital wellbeing for overall holistic health.
- Managing Digital Stress: Learn how to cope with stress arising from phone usage and messaging apps. Gain insights and practical tips to thrive amidst digital overwhelm.
- Effective Distraction Management: Master techniques for handling distractions caused by digital devices. Discover the significance of conscious breaks over multitasking.
- Navigating social media: Delve into the impact of social media on mental health and dopamine levels. Learn how to maintain a healthy relationship with social platforms and prioritize self-care practices.
- Digital wellbeing requires boundaries: learn how to say NO compassionately and elegantly.
- Group exercises and discussions. Handouts and exercise included.

MENTAL HEALTH SWISS CERTIFICATIONS



MENTAL HEALTH FIRST AID FOCUS ADULTS

DURATION & AUDIENCE:

14 HOURS WITH BREAKS; MINIMUM 8 MAX 20 PEOPLE

FORMAT:

7 sessions of 2 hours each (across 4 weeks circa)

LANGUAGES:

English, Italian, French, German

In this life-changing training, people are taught how to handle mental health conversations with people experiencing mental distress, a mental illness or a crisis related to mental health, both in their professional and personal environment. But as first responders. The certification teaches people how to signpost others to mental health professionals and have meaningful mental health conversations.

This is really recommended for all employees across the organizations. We can consult you on which group to choose first, based on your wellbeing strategy.

MENTAL HEALTH SWISS CERTIFICATIONS



MENTAL HEALTH FIRST AID FOCUS ADULTS

CONTENT:

- What is mental health, the impact of mental illness and we learn the major mental illnesses.
- How to recognize the signs of people's mental distress and changes in their behavior.
- How to respond and approach people if they show signs of mental distress. At the workplace and outside of it.
- How to start a meaningful conversation with them and point them to professional help.
- All the resources in Switzerland and globally for mental health support.
- The course is conducted live and the students receive the appropriate study material, such as manual and workbook. During the course there are videos, case studies, roleplays and a lot of interaction expected with other international students. At the end of the course, an easy multiple choice test is done in order to become certified.

MENTAL HEALTH SWISS CERTIFICATIONS



MENTAL HEALTH CONVERSATIONS FOR LEADERS

DURATION & AUDIENCE:

4 HOURS WITH BREAKS, minimum 8 maximum 22 people

FORMAT:

in person or webinar

LANGUAGES:

English, Italian, French, German

In this trainings, leaders and/or middle management learn how to spot signs of distress in their reports and start meaningful conversations.

•Recognizing Signs of Employee Distress:

Learn how to identify signs of mental distress in your team members.

•Taking Action to Communicate and Support:

Develop an action plan to engage in meaningful conversations with your employees and provide the support they need.

•Preparing for Mental Health Conversations:

Discover how to effectively prepare for discussions about mental health, even if you're not an expert.

•Guiding Employees to Professional Help:

Learn how to guide your team members toward professional assistance without invading their privacy.



WHAT PEOPLE SAY!



Thanks for the opportunity of this course. Engaging presentations and very easy to understand.



It has opened my eyes to understand and look at things in a positive manner.



Thank you Alessandra for your guidance and insights on a topic that deserves attention and compassion.



Brilliant online sessions on dealing with anxiety at work. I learned some of these and more reflections and strategies. Thank you!



This was an outstanding session and I cannot say enough how grateful my team and I were for your guidance and the openness.

FINDYOURWAY

— *Coaching* —

**MENTAL WELLBEING
& COMMUNICATION.
MADE PRACTICAL.**

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