

THE EMPOWER PARTNERSHIP

Enabling & Motivating Productive Organizations, Wellness, Engagement, & Resilience



For more information on any of the programs, or to meet with the Project Team:

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www.arladay.ca/EMPOWER

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WHAT IS EMPOWER?

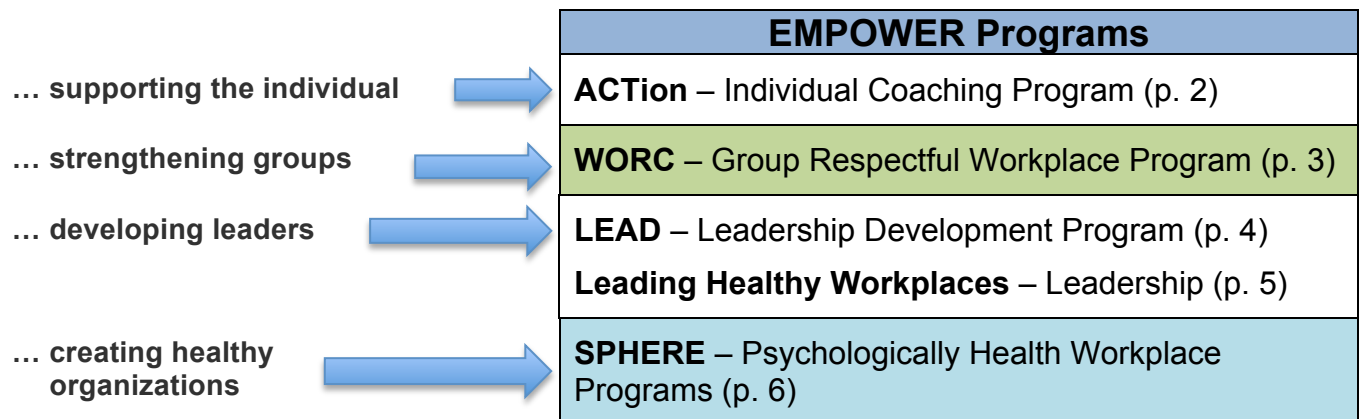
The **EMPOWER Partnership** is a team of researchers, health experts, stakeholders across the world that recognize the importance of worker health and well-being. Many workers face challenges remaining healthy and productively engaged given personal and work demands. For individuals faced with chronic demands and stressors, these challenges are even more daunting.

We take a holistic approach to support individuals and to create healthy work groups, leaders, and work environments, focusing on:

- workers with challenges of **chronic physical/psychological conditions** (e.g., diabetes, MS, arthritis, heart disease, pain, obesity, anxiety, depression, etc.)
- workers challenged with caregiving demands and trying to **balance work and non-work demands and responsibilities**
- workers faced with **chronic work or life demands and stressors**

WHAT DO WE DO?

As part of EMPOWER, we engage in research initiatives to assess the health of workers, and to assess evidence-based programs to foster both employee and organizational functioning and well-being by...



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ACTION : INDIVIDUAL COACHING PROGRAM

Awareness & Commitment Training In Organizations & Networks

ACTion is a 10-week phone-based, personalized coaching program to provide workers with the skills and resources to help manage personal, work, and life demands and to build individual resources and resiliency in order to improve well-being and reduce stress.

ACTion builds on the validated organizational program, ABLE, which has demonstrated **positive outcomes for employees:**

Significant <i>increases</i> in:	Significant <i>decreases</i> in:
<ul style="list-style-type: none"> Engagement Positive Mood Dedication 	<ul style="list-style-type: none"> Strain & Burnout Work-life conflict Depression, Anxiety, & Stress
PARTICIPANT FEEDBACK	
<ul style="list-style-type: none"> 94.8% of ABLE participants found the ABLE program to be beneficial 95% of participants would encourage other employees to take ABLE 88.65% of participants reported making positive changes in their life as a result of ABLE 	

WHAT DOES ACTION INVOLVE?

As part of ACTion, workers will:

- review the weekly sessions in the **ACTion manual**
- have **weekly phone calls with their coach** who will help them review program materials, identify their individual needs, customize the program, and set goals.
- **engage in weekly activities** to help develop their skills

ACTion is focused on the worker, allowing employees to work on skills throughout the week, scheduling phone meetings at their convenience to work around their work and non-work schedules, and tailoring the program to meet their needs.

HOW CAN PROGRAM SUCCESS BE MAXIMIZED?

To maximize success in the program, individuals are asked to commit to approximately 60-90 minutes/week to prepare for, and participate in, the phone session. Preparation involves reviewing the materials and doing the activities, as well as putting the information they learn into practice throughout the week.

What does ACTION offer over traditional workshops and programs?

<ul style="list-style-type: none"> Trained coaches Weekly phone meetings to provide continuous support Flexible scheduling 	<ul style="list-style-type: none"> Based on best practices & validated materials Tailored program to meet individual needs
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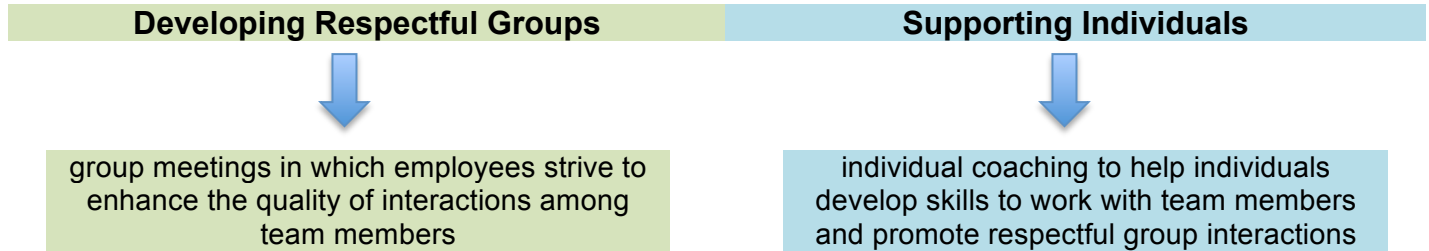
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WORC: GROUP PROGRAM

Worker & Organizational Respect & Civility Program

WORC is a group-based initiative with the goal to develop productive, respectful groups by providing group members with the knowledge, skills, and resources necessary to contribute to a respectful and supportive group and workplace.



Workgroups identify issues, set goals for improving teamwork, evaluate progress towards these goals, and develop conflict management and interpersonal skills. Facilitators support and guide each group.

WORC builds on the validated organizational program, **CREW**, which has demonstrated **positive outcomes for employees**:

Significant <i>increases</i> in:	Significant <i>decreases</i> in:
<ul style="list-style-type: none"> • Civility • Respect • Job satisfaction 	<ul style="list-style-type: none"> • Incivility • Work absences • Turnover intentions

WHAT DOES WORC INVOLVE?

WORC is a 5-month group- and individual-based program in which team members:

- Participate in monthly hour-long group meetings with a facilitator who helps the group identify issues, set goals for improving teamwork, and evaluate progress towards these goals.
- Review their WORC manual and complete activities to help develop individual skills
- Put the information they learn into practice throughout the month.

What does WORC offer over traditional workshops and programs?

<ul style="list-style-type: none"> ▪ Monthly group meetings to address group processes ▪ Individual skill-development manual ▪ Individual coaching to support individual skill development 	<ul style="list-style-type: none"> ▪ Based on validated best-practices format & content ▪ Tailored & dynamic program to meet individual and group needs ▪ Flexible scheduling
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THE LEAD PROGRAM

Leadership Effectiveness through Accountability and Development

The **LEAD** Project is a 10-week phone- and web-based coaching program designed to develop effective leadership skills. Personalized coaches help leaders recognize their current strengths and areas of development and set appropriate goals by encouraging leaders to practice effective leadership behaviours.



Leadership Effectiveness through Accountability and Development

WHAT DOES LEAD OFFER OVER TRADITIONAL WORKSHOPS AND PROGRAMS?

Leaders work through activities in the program manual each week, and speak with their LEAD coach, who helps to identify individual needs, provide feedback, and set specific leadership goals. LEAD activities are implemented into the leaders' work plan, so that they can be completed at the leaders' convenience.

LEAD provides:

- Personal coaches
- Tailored program materials
- Activities based on best practices
- Flexible coaching scheduling
- Valid program format & content
- Immediate feedback & support

PROGRAM CONTENT

The LEAD program provides leaders with training on:

- Effective leadership behaviours
- Goal setting
- Time management
- Supports for employee
- Effective Communication
- Interpersonal & conflict management skills

LEADERS' FEEDBACK

LEAD was very enlightening and thought provoking

The LEAD Program... catered to my needs and abilities

This is a great program for all managers

Instant feedback allowed me to work on correcting areas right away

For more information on LEAD, or to meet with the Project Team:

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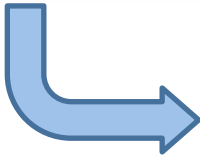
LEADING HEALTHY WORKPLACES

Leading Healthy Workplaces (LHW) focuses on developing behaviours to allow leaders to foster psychologically healthy workplaces and employee well-being.

LHW training involves a half-day workshop, followed by 8 weeks of biweekly phone-based coaching sessions with participating leaders

Leaders can play a pivotal role in fostering psychologically healthy workplaces and employee well-being.

Group Workshop



Eight Weeks of Phone Follow-up Coaching

Coaches support leaders in:

- Reviewing their leadership assessment and program content
- Setting specific goals and monitoring their goal progress
- Creating and implementing their action plan

Leaders are eligible to participate in the LHW program if they hold a leadership position and have 3 or more subordinates. The time commitment involves the workshop, coaching sessions, and implementing the on a daily basis at work.

WHY IS LHW EFFECTIVE?

- Personal coaches
- Group facilitated learning advantages
- Content based on best practices & research
- Leadership assessment
- Flexible coaching sessions
- Phone meetings to provide continuous support and encouragement

PROGRAM CONTENT

- Leadership behaviours that foster a healthy workplace
- Psychologically healthy workplaces
- Goal setting
- Action planning
- Effective communication
- Recognition and feedback
- Employee involvement and development
- Supporting employees
- Leadership and employee well-being

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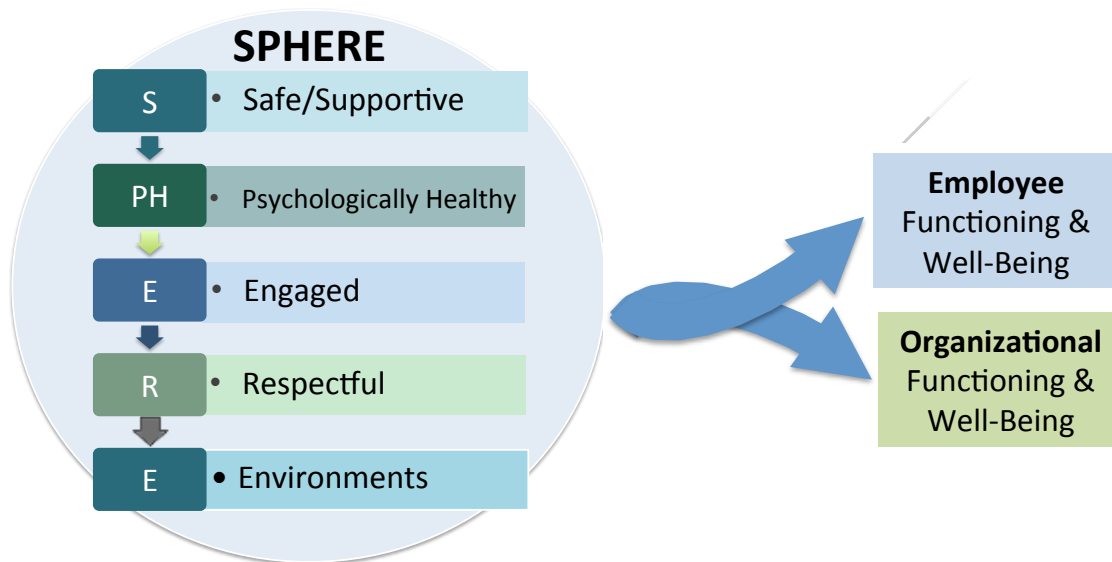
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SPHERE: ORGANIZATIONAL PROCESS & FRAMEWORK
 Safe/Supportive, Psychologically Healthy, Engaged, & Respectful Environments

SPHERE is a framework that integrates models of Psychologically Healthy Workplaces to help organizations assess their current status quo and to help them foster healthy workplace programs to promote individual and organizational effectiveness and well-being.



WHAT DOES SPHERE INVOLVE?

SPHERE involves a process of:

- auditing current systems and initiatives
- assessing worker and organizational wellness and engagement
- identifying strengths and areas for moving forward
- providing a framework to implement and measure specific organizational initiatives
- empowering leaders and employees to create healthy workplaces

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