

ComPsych® GuidanceTalksSM

Webinar Series for HR/Benefits Professionals

Well-Being in a New World

No matter who you are, there is one thing we can all agree on: the past couple years didn't go as planned. The coronavirus pandemic forced organizations to shift the way they do business, adopting remote work and other strategies to meet the evolving needs of the workforce and the consumer. But there is good news: with 2023 comes the hope of positive change and new opportunities to think about the way individuals work and how they receive care.

In this multi-part webinar series, ComPsych clinical, product and account experts will discuss the current state of workforce well-being, care best practices, and emerging approaches, helping HR professionals navigate the ever-changing landscape of well-being options and benefits.

Upcoming Webinars

Informed Or Informed? Healthy Media Consumption During Major News Events

Monday, October 23, 2023 at Noon CT

Are your media consumption habits helping you make good decisions or are they making you sick? The news and social media are significant sources of stress and anxiety for many people. Participating in social media discussions, reading newspapers, following your favorite political pundits and watching election news on TV can help you feel informed and engaged. If you're not careful, however, you may use media in unhealthy ways that make you feel worse. This training can help you implement healthy media consumption habits that don't damage your mental and physical well-being.

Speaker:

Ken Zuckerberg, Vice President of Learning & Organizational Excellence, ComPsych

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Register

How To Have Impassioned Disagreements Without Damaging Relationships

Tuesday, October 24, 2023 at Noon CT

Most people believe their social and political views are based on fact and reflect their important values. Therefore, having conversations about sensitive topics such as politics, racism, and social issues can cause strain on relationships with friends, family and co-workers. Instead of allowing political discussions to destroy these relationships, what if we could use these conversations to examine our own beliefs, look at facts and find common ground?

Speaker:

Ken Zuckerberg, Vice President of Learning & Organizational Excellence, ComPsych

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Embracing Excellence: Neurodiversity at Work

Thursday, October 26, 2023 at Noon CT

Neurodiversity describes the different way people's brains work, including how they think, learn, interact, and process information. How can these differences be embraced at work and how can organizations support neurodiverse individuals? People who identify as having autism, ADHD, OCD, dyslexia, Tourette's and more may have distinct learning requirements, thinking patterns, or communication styles. Recognizing that people have diverse needs based on a variety of factors is increasingly important and includes all aspects of the workplace, from the interview to training to the environment and to engaging the entire workforce.

This webinar will answer the question, "What is neurodiversity?", explain different skills and experiences of individuals who identify as neurodiverse, and deliver strategies for supporting this population at work in order for them to thrive and for organizations to maximize the benefits of having a diverse workforce.

In this session, you will gain valuable insights regarding neurodiversity and the needs of your employees. Attendees will learn:

- What is neurodiversity
- Ways to create a conducive work environment to support neurodiverse employees and business benefits
- Resources and trainings for managers to support neurodiverse teams

Speakers:

Jennifer Birdsall, Ph.D., ABPP, Clinical Director, ComPsych

Beth Brown, Manager, Health & Well-Being, ComPsych

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Absence and Well-Being: Opportunities for a Holistic Approach

Monday, November 6, 2023 at Noon CT

Overall leave of absence requests have spiked nearly 150% over the past five years, while leaves related to mental health are up an extraordinary 250% during that same period. Now more than ever, employees need the right level of well-being support, at the right time and in the right way. In this session ComPsych Director of Account Services, Absence, Sara Galle and Manager, Health & Well-Being, Beth Brown, will dive into recent leave trends, and discuss how innovative care solutions like well-being coaching can address a broad range of mental health, physical health and well-being issues, serving as both a preventative resource to reduce overall leave, as well as a care resource for employees on leave to accelerate recovery and help them get back to work more quickly.

In this session, attendees will learn about:

- Overall trends in absence due to mental health conditions.
- Holistic care to meet employees where they are.
- Benefits of integrated well-being coaching.

Speakers:

Sara Galle, Director of Account Services, Absence, ComPsych

Beth Brown, Manager, Health & Well-Being, ComPsych

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Managing Holiday Stress

Monday, November 13, 2023 at Noon CT

The approaching holiday season brings many expectations. Often this makes us feel like we are being pulled in a hundred different directions. There are office parties to attend, family get-togethers to schedule, children's holiday recitals and gifts to buy. The holidays can be one of the happiest times of the year, yet it can also be one of the most stressful. Maintaining balance and keeping stress from overwhelming you are the keys to an enjoyable holiday season.

This webinar provides an overview of common stressors people encounter during the holidays, and offers "stress buster" tips to help you get the most possible enjoyment out of the season.

This training will help you:

- Identify ways to cope with emotional stressors of the holidays
- Describe how to control unrealistic expectations
- Identify your financial limits
- Describe important health considerations

Speaker:

Marci Walton, Learning and Organizational Excellence Consultant, ComPsych

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Past Webinars

Mental Health and Absence: Challenges, Opportunities and Strategies

Wednesday, August 23, 2023 at Noon CT

Prior to the pandemic, there was already a mental health crisis brewing in the U.S., with as many as 1 in 5 individuals exhibiting diagnosable conditions, not to mention the significant systemic challenges related to care access and deferred treatment. Recent data has suggested that all of these factors have gotten notably worse since that time and nowhere have these effects been more evident than with employee absence, where mental health related leaves have more than tripled in some industries over the past three years. In this session, FMLASource attorney and FMLA/ADA expert Matt Morris and ComPsych clinical director and psychologist Dr. Jennifer Birdsall, will analyze emerging absence trends related to behavioral health and use real-life scenarios to discuss the challenges related to administering these leaves, and provide practical strategies that can help the employee and employer alike.

In this session, attendees will learn about:

- The personal and corporate factors that are driving increased levels of behavioral health claims
- The recent top legal developments in FMLA and ADA related to mental and behavioral health, and similar types of conditions
- Strategies to help the employee and employer through the FMLA and ADA process related to behavioral health issues and claims

Speakers:

Jennifer Birdsall, Ph.D., ABPP, Clinical Director, ComPsych

Matt Morris, Vice President, FMLASource, ComPsych

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Leading with Authenticity

Monday, July 24, 2023 at Noon CT

Authentic leaders are great leaders--are you one? Regardless of who you are or who you lead authenticity is vital to cultivating work environments that are safe and supportive. Employees are seeking leaders who are ethical, firm in their beliefs and true to themselves. This training will examine the components of authentic leadership: self-awareness, internalized moral perspective, balanced processing, and relational transparency. By understanding these components every leader can discover their personal strengths and weaknesses so that they can better serve and support their employees in

their personal and professional development. In this session, ComPsych Learning & Organizational Excellence trainer Paige McCullough will discuss how by understanding these components every leader can discover their personal strengths and weaknesses so that they can better serve and support their employees in their personal and professional development. Live Q&A to follow.

This training will help you:

- Embrace balanced processing by learning how to avoid impulsive decision making
- Practice relational transparency by communicating clearly and consistently to set and maintain boundaries
- Strengthen your internalized moral perspective by understanding the importance of compassion and people centered leadership
- Develop self-awareness by identifying how your passion and purpose can carry you through times of negativity, conflict and challenge

Speaker:

Paige McCullough, Learning & Organizational Excellence Trainer, ComPsych

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GuidanceTalk: Navigating the Maze of Workforce Well-Being Solutions

Thursday, June 29, 2023 at Noon CT

In a care landscape crowded with more than 10,000 mental health apps, and an array of other well-being point solutions, how can HR and benefits professionals hear through the marketing noise and determine what can best meet the spectrum of employee needs as well as their organizational priorities? ComPsych Executive Vice President Dale Grenolds will facilitate this panel discussion featuring Clinical Director Dr. Jennifer Birdsall, Director of Strategy Ross Chaifetz, and Director of Work-Life Services Shari Gunaka, who will discuss the current landscape of well-being and mental health care solutions and identify the top items for organizations to consider now and into the future.

Speakers:

Dale Grenolds, Executive Vice President, ComPsych

Ross Chaifetz, Director of Strategy, ComPsych

Jennifer Birdsall, Ph.D., ABPP, Clinical Director, ComPsych

Shari Gunaka, Director of Work-Life Services, ComPsych

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Creating Psychological Safety in the Workplace

Monday, May 22, 2023 at Noon CT

Psychological safety is the belief that it's OK to take interpersonal risks without fear of undue consequences. In a psychologically safe environment, people are more likely to speak up when they see their team or organization heading down the wrong path. They're more likely to brainstorm and experiment in ways that help teams innovate, and they're less likely to go along with risky behaviors that create an unsafe workplace. Psychological safety allows a person to be themselves, which strengthens morale, sense of belonging, and employee retention. In this session, ComPsych Vice President of Learning & Organizational Excellence Kenny Zuckerberg will discuss how leaders can foster a psychologically safe environment, and explore why people may feel psychologically unsafe without their leaders even realizing it, all followed by live Q&A.

This training will help you:

- Define the elements of psychological safety
- Explain why psychological safety is so important in the workplace
- Assess how psychologically safe (or unsafe) your team or organization is today
- Describe tangible actions you can take to foster a psychologically safe environment

Speaker:

Ken Zuckerberg, Vice President of Learning & Organizational Excellence, ComPsych

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Addressing Employee Performance Issues in a Supportive Way

Monday, March 6, 2023 at Noon CT

When addressing performance issues, it can be hard to show employees that you care about and support them, while still being clear about problems and expectations. In this session, ComPsych Learning and Organizational Excellence staff will offer tools for having supportive conversations in these challenging situations, all followed by live Q&A.

By the end of this workshop, you will:

- Describe ways to foster positive relationships so that employees are open to your feedback, even when it's difficult to hear
- Distinguish employee behavior that's a "normal" bad day from behavior that's more seriously problematic
- Identify planning considerations to use before you begin a conversation about performance issues
- Use words and phrasing that give you the best chance for a productive conversation instead of one that becomes defensive or unproductive
- Be ready to offer resources to support employees who may react in concerning ways upon receiving feedback

Speaker:

Marci Walton, Learning and Organizational Excellence Consultant, ComPsych

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Emerging Behavioral Health Care Approaches: From Coaching to Digital Self-Care Tools

Tuesday, February 21, 2023 at Noon CT

The prevalence of mental health conditions has soared over the past few years, yet a combination of factors prevents most individuals from seeking treatment. Now, more than ever, employees and their families need convenient, effective, and right-sized care options to meet their growing needs. In this session, ComPsych Well-Being Program Manager Beth Brown will discuss the emerging and important role that well-being coaching and digital self-care tools can play in a holistic behavioral health program that "meets individuals where they are." Live Q&A will follow.

Speaker:

Beth Brown, Well-Being Program Manager, ComPsych

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Trauma In The Workplace: What Happens Next?

Thursday, January 19, 2023 at Noon CT

Mass violence, tragic accidents, and natural disasters have shocked workplaces around the world. In the immediate aftermath of such events, we often see detailed reports about the incidents themselves, along with speculation about what may have led to them. In this session, we'll try to answer a different question: What happens next? The effects of trauma can be broader and longer-lasting than we may realize. A panel of ComPsych and Aon experts will discuss the reactions employers should anticipate after terrible tragedies, and describe tools and methods that can help you provide support.

Panelists:

Jennifer Birdsall, Ph.D., ABPP, Clinical Director, ComPsych

Denise Heybrock, LCPC, Assistant Vice President - Health Transformation, Aon

Ken Zuckerberg, Vice President of Learning & Organizational Excellence, ComPsych

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FMLA & ADA Today: What You Need to Know for 2023

Wednesday, November 30, 2022 at Noon CT

The pandemic made the already complex landscape of FMLA, ADA and leave administration even more challenging. Meanwhile, many states are rolling out paid family and medical leave programs, which add a further layer of complexity to managing leave programs. In this session, attorney and FMLA/ADA expert Matt Morris will analyze emerging absence trends, such as increased leaves for mental health and long COVID, and use real-life scenarios to discuss the latest developments in the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA) and other laws that affect employee absences. In addition, Matt will highlight what these changes mean for your programs and what steps you should consider.

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Preventing Employee Burnout

Wednesday, September 21, 2022 at Noon CT

Burnout is a growing concern for many employers, as it can impact morale, employee retention, work productivity and more. In this session, we describe the signals that leaders can watch for and introduce strategies to help them prevent burnout from impacting the workforce.

This training will help you:

- Describe factors that increase the likelihood that burnout will become a problem
- Identify signals that indicate an employee may be starting to feel burnt out
- Create a work environment that makes burnout less likely
- Initiate productive conversations with employees who are showing signs of burnout

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Supporting Employees and their Families with Back to School Anxiety

Wednesday, August 10, 2022 at Noon CT

Back to school isn't as simple as it used to be. Historically a time of excitement for kids and relief for adults, recent events, from acts of mass violence and teen suicide to continued challenges with COVID-19, have made it a time of stress and anxiety for everyone. In this session, ComPsych Executive Vice President Dale Grenolds, Aon Assistant Vice President - Health Transformation Denise Heybrock, and ComPsych Vice President of Training, Ken Zuckerberg will discuss emerging adolescent well-being trends, how to effectively address these issues organizationally, and identify ways to support and deliver care for employees and their families during these unprecedented times.

Watch

Making Connections: A Holistic Approach to Workplace Well-Being

Tuesday, July 26, 2022 at 12PM CT

The past two years have taken an extraordinary toll on the physical and mental well-being of employees everywhere, and has led many companies to look at their workplace well-being programs through a new lens. In this session, Beth Biggs, Group VP of Benefits of Charter Communications (Spectrum) will discuss the telecom giant's workplace wellness journey, from the clinical considerations that guided the development of their multi-pronged strategy and the investment in expanded well-being resources, to the efforts in engaging leadership and employees to embrace the physical, emotional, financial and social

aspects of well-being in the workplace.

In this session, ComPsych Executive Vice President Dale Grenolds will discuss current factors and drivers of absenteeism, and identify innovative strategies for connecting programs and services to provide individuals with the right care and support at exactly the right time. Live Q&A to follow.

Watch

Breaking Barriers: The Critical Connection Between Employee Well-being and Absence

Wednesday, June 22, 2022 at 11AM CT

It's no secret that issues related to health and well-being affect absence. Unfortunately, absence administration and well-being benefit management are often separate and independent functions within an organization. As a result, vital opportunities to support employees on leave are often missed, which can lead to a myriad of other organizational issues, from absenteeism and low productivity to high healthcare costs and poor retention. No matter what side of the house you're on, there are things you can do to help.

In this session, ComPsych Executive Vice President Dale Grenolds will discuss current factors and drivers of absenteeism, and identify innovative strategies for connecting programs and services to provide individuals with the right care and support at exactly the right time. Live Q&A to follow.

Watch

Support in an Uncertain World: What Your Employees Need Today

Thursday, April 14, 2022 at Noon CT

From an ever-changing pandemic environment to the worsening crisis in Ukraine, uncertainty and stress are at an all-time high. Meanwhile, day-to-day challenges persist, from physical and mental health to rising costs and safety concerns. Now, more than ever, organizations need to approach employee support simply and holistically, while also embracing opportunities to demonstrate their corporate resiliency.

In this session, ComPsych Executive Vice President Dale Grenolds and Aon Assistant Vice President - Health Transformation Denise Heybrock will discuss post-pandemic priorities, macro well-being issues, and emerging trends that need to be addressed by organizations, and identify optimal ways to support and deliver care for employees and their families during these unprecedented times.

Watch

Absence Trending: The Effects of COVID-19 on Leaves of Absence

Wednesday, March 16, 2022 at Noon CT

The COVID-19 pandemic dramatically impacted leave of absence programs of employers in every location and industry. Often, these leave trends signal larger issues in employee well-being. In this session, FMLASource account and product experts will discuss the effects of COVID-19 on employee absence and absence programs and analyze recent and longitudinal condition, leave and denial trends among different types of organizations, all followed by live Q&A.

Watch

Benefitting Everyone: Diversity, Equity and Inclusion for Well-Being Programs

Monday, February 28, 2022 at Noon CT

When it comes to mental health and well-being benefits, one size does not fit all. This is especially true when serving the needs of culturally, ethnically and racially diverse employee populations. In this session, clinical, well-being and DEI experts will provide guidance on what you should be thinking about when designing, implementing and promoting your well-being benefits, with a special focus on Black employee needs in recognition of Black History Month and its 2022 focus of "Black Health and Wellness."

Watch

Mental Health Awareness for Leaders

Wednesday, February 16, 2022 at Noon CT

Managing individuals who may be struggling with stress, anxiety, depression and other mental health concerns can be a difficult balancing act. Your role is to manage performance and to bring out the best in your workforce, but accomplishing this often requires you to express concern and support when employees struggle emotionally. Managers often feel uncomfortable in this aspect of their role and may lack the important skills of “emotional management.” This course covers ways employees may present their distress and offers insights and strategies on forging supportive empathic alliances within the role of manager.

In this one-hour session, ComPsych program experts will identify common mistakes managers make in responding to employees in distress and explain communication skills that express support and convey positive expectancy. Participants are also given information on how to refer employees to the Employee Assistance Program, all followed by live Q&A.

By the end of this workshop, you will:

- Understand the universality of mental health issues in the workplace
- Recognize the most common symptoms of mental illness
- Identify the most common unhelpful reactions to symptoms, why they occur and how to avoid them
- Identify ways of expressing compassion and developing an alliance with distressed employees
- Reduce the stigma associated mental illness and promote ways of supporting one another in the workplace
- Recognize the warning signs of suicide
- Identify support services and resources for all leaders and employees

Watch

FMLA & ADA Today: What You Need to Know for 2022

Thursday, November 18, 2021 at Noon CT

The pandemic made the already complex landscape of FMLA, ADA and leave administration even more challenging. In this session, attorney and FMLA/ADA expert Matt Morris will discuss the latest developments in the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA) and other laws that affect employee absences, focusing particularly on changes and guidance driven by the pandemic. In addition, Matt will highlight what these changes mean for your programs and what steps you should consider.

Watch

AbsenceTalks: Managing Staff Through Stressful Situations

Thursday, October 28, 2021 at Noon CT

When facing heightened stress, employees react in diverse ways. For some, stress leads to a dropoff in performance, lowered morale or emotional outbursts. For others, high-pressure, stressful situations actually become an opportunity to shine. As a manager, it's difficult to anticipate the multitude of reactions you're likely to observe during times of stress, and even harder to be equipped with the tools to handle them all.

In this 50-minute session, ComPsych Vice President of Training Kenny Zuckerberg will provide insights into planning for the expected and the unexpected as well as practical tools for dealing with both positive and negative employee behaviors during stressful times.

By the end of this workshop, you will:

- Anticipate the physical, emotional, cognitive and behavioral reactions you observe among employees
- Describe how personal accountability helps people cope with stressful times
- Handle problematic employee behavior effectively and empathetically
- Practice self-care techniques to manage your own stress during challenging times

Watch

Running in Place: Addressing Burnout in the Workplace

Wednesday, September 8, 2021 at Noon CT

While anxiety and depression continue to top the mental health presenting issues list, burnout has become rampant and currently represents one of the biggest corporate risks to retention and productivity. In this 30-min. session, ComPsych clinical experts will discuss the topic of burnout, ways it can be acknowledged and addressed at home and in the workplace, and how GuidanceResources can help, all followed by live Q&A.

[Watch](#)

The Post-Pandemic Return to the Workplace - Part II: FMLA/ADA/LOA Key Considerations

Thursday, July 29, 2021 at Noon CT

The pandemic made the already complex landscape of FMLA, ADA and leave administration even more challenging. Today, many businesses that closed their physical locations due to the pandemic have recently reopened or are planning an imminent return, but under confusing and changing guidance from legislative bodies and enforcement agencies. In this session, ComPsych legal and leave administration experts will discuss key developments and leave program considerations related to returning to the place of work.

[Watch](#)

Promoting Diversity and Inclusion Through GuidanceResources

Wednesday, June 30, 2021 at Noon CT

The proven benefits of diversity in the workplace are many. In order to optimize these benefits, organizations need a strong understanding of Workplace Diversity & Inclusion as well as a deliberate strategy to implement and sustain it organizationally. Part of that strategy includes offering personalized, culturally-sensitive support to diverse individuals through your well-being programs. In this session, ComPsych clinical and program experts will provide an overview of diversity and inclusion in the workplace, and how GuidanceResources can help, all followed by live Q&A.

[Watch](#)

Road to Recovery: Anticipating Near-Term Employee Needs

Wednesday, April 14, 2021 at Noon CT

With the spring has come the renewed hope of recovery. COVID-19 cases are down and vaccine distribution is accelerating, while many organizations plan for reopening. Still, recovering from the personal and societal effects of the pandemic will not be an overnight process. Employees will face a complex set of emotional and work-life challenges as they move past the pandemic and into the “new normal” ahead. In this session, ComPsych financial, legal and work-life experts will discuss key trends and observations of 2020, what we expect to see over the next six months, and how GuidanceResources can help, all followed by live Q&A.

[Watch](#)

The Post-Pandemic Return to the Workplace: Key Considerations

Wednesday, March 10, 2021 at Noon CT

After nearly a year of pandemic-related shutdowns and lockdowns across the country, vaccines are becoming available and the overall population is beginning to gain protection from COVID-19. Now, many business that closed their physical locations in 2020 are evaluating what a physical return might look like in the near future. In this session, ComPsych medical and clinical experts will discuss key safety and social considerations when thinking about returning to the place of work.

[Watch](#)

Keys to 2021 EAP Success

Thursday, February 4, 2021 at Noon CT

In this 45-minute session, ComPsych account management, clinical and product experts will discuss key trends and observations of 2020, the year’s most effective tools and services, and the things to focus on in 2021 to ensure a successful well-being program, all followed by live Q&A.

[Watch](#)

Wellness During the Shutdown

Wednesday, December 9, 2020 at Noon CT

The coronavirus pandemic has forced organizations to shift the way they do business, adopting remote work and other strategies to meet the evolving needs of the workforce and the consumer. Perhaps just as important, the health and wellness routines of millions have been dramatically disrupted, causing increased challenges for individuals fighting pre-existing conditions. It is also important, now more than ever, for everyone to be mindful of wellness practices as a means of

prevention. Join ComPsych wellness coaches and product experts as they discuss the current state of workforce well-being, and the most commonly addressed issues during the pandemic.

[Watch](#)

Collective Trauma

Wednesday, November 18, 2020 at Noon CT

In this session, ComPsych clinical and product experts will discuss “collective trauma,” and ways it can be acknowledged in the workplace to promote interpersonal empathy, unity and understanding.

[Watch](#)

Digital Care Options

Wednesday, October 21, 2020 at Noon CT

In this session, ComPsych clinical and product experts will discuss the shift to telehealth services during the pandemic and the emerging trend of digital self-care tools such as computerized cognitive behavioral therapy (CCBT), mindfulness apps and beyond.

[Watch](#)

Simplicity and Whole Person Care

Wednesday, October 7, 2020 at Noon CT

In this session, ComPsych clinical and product experts will discuss the current state of workforce well-being, and the continued importance of integrated and holistic care—going beyond counseling, to include essential work-life, legal, financial and wellness services—all with a focus on simplicity.

[Watch](#)

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