



**THE LIGHTHOUSE**  
CENTER FOR WELLBEING

CORPORATE  
& WORKPLACE  
*Services*





## SUPPORTING WELLBEING & PERFORMANCE IN THE WORKPLACE

### THE CHALLENGE

#### THE MODERN WORKPLACE PRESENTS UNIQUE CHALLENGES THAT AFFECT BOTH THE WELLBEING AND PERFORMANCE OF EMPLOYEES:

The constant pressure to get **more done faster**, the expectation that employees be 'on-call' and **never fully disconnect** from work, and the increasing habit of **relying on electronic communication** instead of face-to-face interactions – which may be less efficient but more essential to our basic need for human connection and our mental and emotional wellbeing.

#### With these increased demands, we have observed a rise in some of the following issues in the workplace:

- Difficulty coping with stress and challenging emotions in healthy and productive ways.
- Burnout as a result of being always 'on'.
- Work becoming a place where people struggle to cope and survive, rather than grow and thrive.
- Defensiveness in response to feedback and lack of ownership for outcomes and consequences.
- More transactional interactions rather than collaborative and mutually-affirming relationships.
- Disengagement as a defense against overwhelming expectations.



WE ARE FACILITATORS OF PERSONAL TRANSFORMATIONS THAT RESULT IN HEALTHIER, BETTER FUNCTIONING, AND MORE SATISFIED EMPLOYEES, WHO ARE IN GREATER SYNERGY WITH THEIR ORGANIZATIONS.

We draw on world-class clinical and consulting skills and configure a unique mix of corporate and workplace services into customized well-being programs that help individuals and organizations from any professional background transcend the stresses and strains of working life to become the best and happiest versions of themselves.

#### We help individuals:

- Gain deeper clarity on their purpose and values, and achieve better alignment with their organizations' corporate purpose and values, and higher motivation to fulfill them.
- Develop greater personal power over their own mindsets and behaviors, and therefore increased accountability for their choices and actions.
- Expand their psychological resources and flexibility to enhance productivity and resilience in the face of stress.
- Integrate different aspects of their lives – personal and professional – into a more authentic 'whole self' that connects more meaningfully with colleagues and clients, and influences with integrity.



# OUR CORPORATE & WORKPLACE SERVICES

## CAPABILITY BUILDING

- Expert talks and seminars on a wide range of mental health and psychology topics that are especially relevant to the workplace
- Skill-building workshops

- Critical Incident Stress Debriefing (CISD)
- Mental Health First Aid Certification
- Mental Wellbeing Checkups

## FUNCTIONAL SUPPORT

## INDIVIDUAL COUNSELING

- Counseling targeted to the individual's unique needs, from deep transformational work to performance enhancement

## CAPABILITY BUILDING

### EXPERT TALKS AND SEMINARS

**We can deliver psycho-educational talks and seminars at your organization that raise awareness and build knowledge of a broad range of wellbeing topics, such as:**

- How to Make Yours a Mentally Healthy Workplace
- Think Well, Think Helpfully – Introduction to Cognitive Behavioral Therapy Techniques for the Workplace
- The Healthy Co-worker Relationship Toolkit
- Work Place Diversity – Understand, Embrace and Flourish
- Assert Yourself: Assertiveness Training
- Conflict Resolution – Dealing Well with Difficult Situations
- Motivate and Activate – How to Set Goals and Accomplish Them
- Immunity to Change – What Stands in the Way of Change and What to Do About It
- Building Great Habits – The Secret to Success
- Willpower – Latest Research on How to Build it
- Manage Yourself – Manage Your Time Well
- Change Your Relationship with Stress
- Emotional Intelligence – What is it? Why do we need it? How do we build it?

- Communication Vitals – How to Improve Your Communication Skills
- Authentic Happiness Through Positive Psychology
- Transforming Your Life Through Positive Psychology
- Grief
- The Mind, Body, Brain Connection
- Self-Compassion and Why it's Vital at Work
- The Anger Management Tool Box
- How to Be More Patient – The Road to Inner Peace
- Work Your Way Towards Forgiveness – Why it's Important for Your Wellbeing
- Gratitude – The Secret to a Happy Life

### SKILL BUILDING WORKSHOPS

**We offer workshops to develop deeper skills in areas that we believe are especially key to achieving higher wellbeing in the workplace and beyond, such as:**

- Mindfulness
- Acceptance and Commitment Training
- Positive Psychology
- Cognitive Behavioral Skills



## FUNCTIONAL SUPPORT

### CRITICAL INCIDENT STRESS DEBRIEFING (CISD)

A traumatic event in the workplace such as a death, natural disaster or violent crime can trigger lasting psychological effects in even the most level-headed of employees. We offer Critical Incident Stress Debriefing sessions, a technique designed to assist your staff in dealing with the physical or psychological symptoms that are generally associated with trauma exposure. Our trained therapists can then offer the appropriate therapy to guide your teams and individuals through the difficulty and stress of any critical event or disaster.

### MENTAL HEALTH FIRST AID CERTIFICATION

An 8-hour course that gives designated employees the skills to identify and help a colleague who is developing a mental health problem or experiencing a mental health crisis.

#### Topics covered are:

- Depression and mood disorders
- Anxiety disorders
- Trauma
- Psychosis
- Substance use disorders

### MENTAL WELLBEING CHECKUPS

The TLH Mental Wellbeing Checkup is a quick and easy way for employees to get an expert opinion on the state of their mental wellbeing, and to identify any stress factors arising from their work habits or lifestyle choices that may negatively impact their wellbeing in the future.

Just like physical health checkups are an essential part of any self-care program, a mental wellbeing checkup can help ensure that individuals are not overlooking any issues that might impact their mental health and overall wellbeing, since the mind and body are so interlinked.

We are able to provide on-site clinicians who can perform Mental Wellbeing Checkups on designated days to make the process more convenient for your employees.

**“If you get the inside right, the outside will fall into place.”**

**- Eckhart Tolle**

## INDIVIDUAL COUNSELING

**We provide one-on-one counseling for leaders, managers and employees that is tailored to their unique development goals and individual challenges.**

In response to development needs that employees may have recognized on their own or by participating in our talks, seminars, skill-building workshops, or a mental wellbeing checkup, we can work closely with individuals to better understand the roots of their challenges, and help them devise strategies and

develop skills to overcome those challenges and achieve their personal and professional goals. For some, the scope of counseling will include deep transformational work, and for others, our support may take on more of a coaching format to achieve specific performance improvements. In all cases, we draw on a broad toolkit of clinical and coaching skills to devise the most effective form of support for each individual.

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**“My Transformation Counselor helped me change in significant ways and faster than I could with coaches. I have worked with coaches that are provided by my Firm for over a decade. The biggest difference I felt after working with my Transformation Counselor was that our work allowed me to go much deeper to identify my internal barriers to change and the insight alone helped me overcome them. I felt I accomplished more in 1 year of therapy than in a decade of coaching.”**

48, Male, Partner at Consulting Firm

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# CUSTOMIZED CORPORATE WELLBEING PROGRAMS

ORGANIZATIONS HAVE DIFFERENT LEVELS OF WELLBEING ASPIRATIONS AND VARYING STARTING POINTS.

The nature of an organization's work and its culture will also impact its wellbeing needs and challenges. We recognize that there is no one wellbeing solution that fits all. As such, we work closely with each organization to better understand its unique wellbeing journey, and draw on our broad range of corporate and workplace services to design customized corporate wellbeing programs that address that organization's wellbeing priorities in ways that leverage its strengths and fit its character.

For more detailed information about all our clinicians and offerings, please visit [www.lighthousearabia.com](http://www.lighthousearabia.com)

“*Make your organization a place where people thrive.*”



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