January		
Date & Time	Торіс	Description
1/12 @ 11:30AM CST Register for January 12 Webinar	Cutting Through the Clutter	Most people have no idea how much their clutter affects them. People who live with excess clutter say they can't find the energy to begin to clear it. When surrounded by clutter, it is impossible to focus or have clarity about life. In this workshop you will learn that clutter is not the result of sloppiness, laziness or incompetence but several insurmountable obstacles. Recognizing the source of your clutter problem can empower you to address the problem directly and without shame.
1/25 @ 11:30AM CST Register for January 25 Webinar	What to Say When You Don't Know What to Say	We have all found ourselves at a loss for words in certain situations. Whether it's someone making an inappropriate joke in the professional setting, a friend shares the loss of a close loved one, or a colleague reveals a personal struggle, knowing what to say in those critical moments can be a challenge. This interactive session will detail ways to help you process these tough moments, respond to a wide variety of scenarios in a compassionate and empathy- focused manner in order to begin to know what to say in impossible situations.
February		
Date & Time	Торіс	Description
2/7 @ 11:30AM CST <u>Register for February 7 Webinar</u>	Communicating Without Conflict With Your Significant Other	Communicating is the cornerstone of all relationships. It reinforces trust and acts as a method by which you can share your problems, frustrations, fears, anxieties, hopes and successes. Conflict is a part of life and exists in relationships. In fact, a relationship with no

		apparent conflict may be unhealthier than one with frequent conflict.
2/22 @ 11:30AM CST Register for Feburary 22 Webinar	Where Are You Going? Goal Setting for Personal and Professional Success	Goal setting gives you long-term vision and short-term motivation. The process of setting goals allows you to choose where you want to go in your personal life as well as your professional career. A life without goals is like a road trip without a map. By knowing exactly what you want to achieve, you are less likely to get lost, and you will be happier and less frustrated along the way.



	March	
Date & Time	Торіс	Description
3/16 @ 11:30AM CST <u>Register for March 16 Webinar</u>	Managing Remote (Or Hybrid) Employees	As organizations make remote and flexible arrangements a permanent part of the work environment, some leaders worry: "How do I know if my employees are really working?" This training will cover new dynamics of leadership in this changing environment and discuss whether the question above is really the best one for you to be asking yourself (hint, it's not). This session will discuss common concerns in the remote environment including miscommunication, inefficient meetings and the value of trust.
3/28 @ 11:30AM CST <u>Register for March 28 Webinar</u>	Digital Mindfulness: Taking Control Of Your Devices & Screen Time	Excessive screen time can result in headaches and sleep deprivation, as well as sedentary behavior, weakened relationships, and feelings of sadness. This training will present a variety of techniques to intentionally control the time spent looking at phones, tablets, and laptops, including an overview of techniques for mindfully making behavioral changes.
	April	
Date & Time	Торіс	Description
4/12 @ 11:30AM CST <u>Register for April 12 Webinar</u>	Laughter, Humor and Play to Reduce Stress and Solve Problems	Professional comedians shouldn't be the only people to use smiling, laughter, humor and play as part of their daily routine. These skills are valuable for everyone. A good smile has long been a key tool for anyone who needs to influence others. Laughter is now shown to improve our pain tolerance. Humor and play can be the building blocks of problem-solving. Together they can improve our happiness and effectiveness.
4/25 @ 11:30AM CST Register for April 25 Webinar	Loneliness and Social Isolation In Today's World	Despite living in a world with instant electronic access to friends, family and all manner of online social networks, the rates of reported loneliness and social isolation have been steadily increasing. Loneliness and social isolation substantially impact not only psychological well-being but physical health as well. This training will address the possible reasons for loneliness and identify actions participants can take to increase their emotional connection with others and decrease the risk of social isolation.



May		
Date & Time	Торіс	Description
5/16 @ 11:30AM CST Register for May 16 Webinar	Creating Psychological Safety In The Workplace	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. In this session, we'll discuss how leaders can foster a psychologically safe environment, and explore why people may feel psychologically unsafe without their leaders even realizing it.
5/31 @ 11:30AM CST <u>Register for May 31 Webinar</u>	Preventing Employee Burnout	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 prevent their teams from burning out.
	June	
Date & Time	Торіс	Description
6/7 @ 11:30AM CST <u>Register for June 7 Webinar</u>	Mental Health Awareness for Leaders	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

6/20 @ 11:30AM CST Register for June 20 Webinar Personal and Professional Boundaries requires you to express concern and support when employees struggle emotionally. This course covers ways employees may present

Interpersonal boundaries are present in all relationships, both personal and professional.

their distress and offers insights and strategies on forging supportive empathic alliances within the role of manager.

Participants will learn techniques to effectively communicate boundaries and understand approaches to address and resolve internal obstacles to setting limits

experiencing healthy productive

relationships.



For each Webinar you attend, you will receive **50 Vitality Points** up to a max of 1,200 Vitality Points/Program Year

July		
Date & Time	Торіс	Description
7/18 @ 11:30AM CST <u>Register for July 18 Webinar</u>	Deskercise! Taking Care Of Your Body During The Work Day	Have you ever felt tired and sluggish at work? Do you notice tension in your neck and back pain in the middle of your workday? Spending many of our waking hours sitting at a desk can lead to consequences for our health. This training will discuss the importance of not being completely sedentary all day, and review practical, easy ways to take care of your body while working a desk job.
7/26 @ 11:30AM CST <u>Register for July 26 Webinar</u>	Time Management Tools: To-Do Lists, Calendars, Etc.	It seems that more than ever, people are living busy, chaotic lives that often leave them feeling overwhelmed and out of control. Between work, parental responsibilities, community involvement, exercise, hobbies, friendships, family and more, sometimes it feels as if keeping track of it all is just impossible. The purpose of this webinar is to help you sort through the tools available to help you organize your life, and pick the ones that will work for you.

August

Date & Time	Торіс	Description
8/9 @ 11:30AM CST Register for August 9 Webinar	Developing Will Power and Self Control to Change Behavior	Establishing self-control over behaviors such as overeating, smoking, gambling, pornography consumption, shopping, gambling and other addictive behaviors can be extremely difficult and discouraging. This course will address the nature of will power and how to develop self control for effective behavioral change.
8/24 @ 11:30AM CST Register for August 24 Webinar	Encouraging Kids to Be Active	When you see the joy a child has on the playground swinging from the monkey bars or climbing to the top of the slide, it's hard to imagine that it may take work and encouragement from parents to keep kids active. In many cases, however, children do become too sedentary, especially as they get a little older. This workshop will explore the barriers that stand in the way of keeping kids active, and will offer parents tips on how to overcome the challenge.



September		
Date & Time	Торіс	Description
9/14 @ 11:30AM CST <u>Register for September 14 Webinar</u>	Caring From a Distance	If you have an elder who requires assistance, yet does not live near you, helping out may seem difficult. However, distance doesn't mean you can't provide comfort and care for your elder. By devising care strategies, developing emergency plans and building a support system of family, friends and local resources, your elder can have the care and attention he or she needs.
9/26 @ 11:30AM CST <u>Register for September 26 Webinar</u>	Hobbies for Mental and Physical Health	Hobbies of all sorts can help us to be mentally and physically healthier people for ourselves and our loved ones. By choosing to spend time on engaging activities that we truly enjoy, we are more likely to be the best version of ourselves. Too often we end up either just passing the time or prioritizing everyone else's needs above our own.
	Octobe	r
Date & Time	Торіс	Description
10/10 @ 11:30AM CST Register for October 10 Webinar	Healthy Food Choices on the Go	Don't allow changes in your normal routine to cause you to fall off track with good nutrition. Whether you are a frequent traveler, packing meals to bring to work or spending more time in your car lately, "Healthy Food Choices on the Go" will help you identify opportunities to improve your food choices no matter what situation you find yourself in.
10/19 @ 11:30AM CST Register for October 19 Webinar	Building Strong Relationships With Your Adult Children	Parenting is a tricky business. For the first 20 or so years of your child's life, your job is to teach and guide them, often giving unsolicited advice and overriding their choices. Then comes the day they grow up and are on their own and you have to loosen your grip and get to know your kids as independent adults. That's not always easy. The hard part is letting go of the control. Not that parents necessarily want to control because they think their child is incapable, it's because they're concerned about their child's welfare and think they can help by sharing their own personal experiences so their child won't make the same mistakes. But everyone needs to make their own mistakes and learn from them—that's part of a person's necessary and ongoing growth process.



November		
Date & Time	Торіс	Description
11/14 @ 11:30AM CST Register for November 14 Webinar	Emotional Eating: The Connection Between Mood and Food	The population of the United States is becoming increasingly obese with each passing decade. There are many speculations about the cause of this phenomenon from an increasing sedentary lifestyle, the ready availability of high caloric foods to stress and even sleep deprivation. However, if people ate only when they were truly hungry and stopped when they were full, there would be no obesity epidemic. This workshop will address the relationship between emotions and food consumption and how to retrain your body and mind to recognize the cues of hunger and to eat for physiological and not emotional reasons.
11/29 @ 11:30AM CST Register for November 29 Webinar	Helping a Loved One Through Difficult Times	When someone close to you is going through a tough time, you may want more than ever to show your love and support. Yet sometimes at their most trying times, loved ones may appear to pull away from you. How do you balance your urge to show how much you care with your desire to respect your loved one's need for space and time to grieve or process their loss? In this workshop we'll explore the difficulties that people in this position face, and discuss what you can do and, importantly, what you should not do in these situations.
December		

Date & Time	Торіс	Description
12/6 @ 11:30AM CST Register for December 6 Webinar	How to Receive Criticism and Make It Work for You	Receiving criticism is an important and valuable skill. To achieve success in any endeavor we must be able to tolerate critical feedback and learn from it. However, receiving criticism is difficult for most people. Upon receiving criticism we feel vulnerable and become defensive and thereby miss opportunities to benefit from feedback. This workshop will help you explore why we become defensive, deliver tips for knowing when your "hot button" has been pushed and how to accept and integrate useful criticism.
12/19 @ 11:30AM CST <u>Register for December 19</u> <u>Webinar</u>	Social Skills Refresh! How To Have Good Conversations in Social Situations	Worried that your social skills may have atrophied lately? Or just interested in some helpful tools for having good conversations? Then this is the session for you. This workshop reviews how to handle those awkward social interactions in which you're not sure how to break the ice and how to respond to someone else's efforts to do the same.

