



MINDWEALTH 360

Contact us at: mindwealth360@promises.com.sg

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to visit our website:



EMPOWERING
*a happy, productive,
and successful workforce*

About us



MINDWEALTH 360

MindWealth 360 helps corporate agencies to develop mental wellness and resilience amongst employees as part of their Employee Assistance Programme (EAP).

The name MindWealth 360 signifies that mental wellness is wealth. We endeavour to provide a 360° approach to holistic mental wellness and resilience at the workplace.

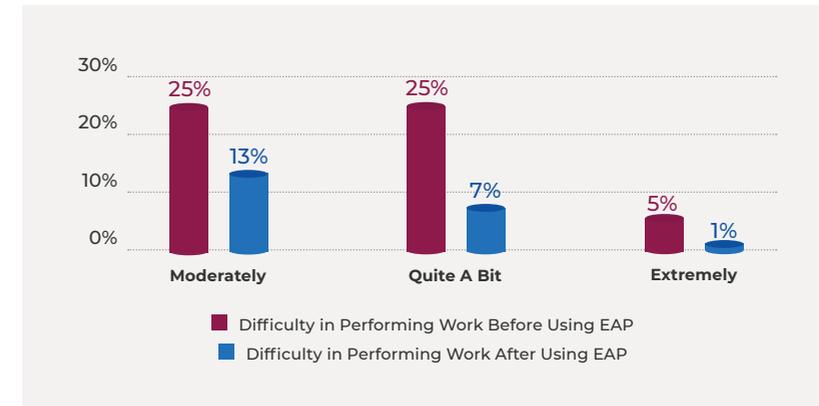
As the corporate wellness division of Promises Healthcare Private Limited, MindWealth 360 is supported by a diverse range of services.



How do EAPs benefit an organisation?

- 01 Improves work productivity and efficiency
- 02 Lowers attrition rate
- 03 Saves resources on recruitment, retention, and retraining
- 04 Reduces absenteeism, presenteeism, grievances, and arbitration

Work Productivity as Affected by Emotional Problems Before and After Using EAP Services



Selvik, R., Stephenson, D., Plaza, C., & Sudgen, B. (2004). EAP impact on work, relationship, and health outcomes. *Journal of Employee Assistance*, 34(2), 18.

This longitudinal study of three years with 60,000 participants shows a 4% to 18% decrease in difficulty performing work after having EAP services. The three groups of participants were moderately, quite a bit, and extremely affected at work by emotional problems. All three groups of participants benefitted from having EAP services regardless of the intensity of emotional problems faced. Hence, EAP services have been shown to be effective in promoting one's emotional well-being and improving work productivity.



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Promises Healthcare is one of the leading mental health and addictions service providers. With an experienced team of psychiatrists, psychologists, counsellors, and coaches, we provide a multidisciplinary approach in handling workplace mental health issues.

MindWealth 360 provides comprehensive Employee Assistance Programme (EAP) services with these features:



Employee Wellness Training Programmes



Helpline and Confidential Counselling and Coaching Services



Other Specialised Services such as:

- Psychiatric and Psychological Services
- Critical Incident Intervention
- Executive Coaching
- Mental Health Survey



Additional Training Workshops and Talks

Workplace Wellness and Resilience Training

How do these online training modules work?

There are five core dimensions of workplace wellness and resilience, namely - *Understanding Stress, Self-Care, Mood, Conflict Management, and Performance*. Each of these five modules are 90 minutes long and are structured into six microlessons.

Furthermore, *Managerial Care Tools* is an additional module that equips individuals with skills to become mental health advocates and identify mental health issues, which is especially relevant for managers and Human Resource (HR) personnel. This module is 120 minutes long and is structured into eight microlessons.



Workplace Wellness and Resilience Training



Group Training

Employees can watch together as a group, with discussion activities before and after video lessons.

1. Understanding Stress
2. Self-Care
3. Mood

4. Conflict Management
5. Performance
6. Managerial Care Tools*

**Especially relevant for managers and Human Resource personnel*



E-Learning Track for Individual Certification

Employees will complete e-learning activities in their own time. Each microlesson comes with engaging activities and a review quiz to reinforce the learning experience. The final assessment at the end of each module reintegrates and consolidates what has been learnt throughout the entire module.

E-Learning Track for Individual Certification
Self-learning at your own pace



Certification as a Workplace Mental Health Advocate

A certificate of achievement is given after successful completion of all six modules. This certificate will contribute towards an individual's career development and provides recognition of one's effort and skills in mental health advocacy.

Certification as a Workplace Mental Health Advocate
Upon completion of the e-learning track

Each Module's Training Structure

PRE-VIDEO ACTIVITY



VIDEO LESSON



POST-VIDEO ACTIVITY



01

Understanding Stress

- Distinguish between healthy and unhealthy stress
- Learn how to manage stress
- Learn how to turn stress into success

Self-Care

- Understand the importance of self-compassion
- Learn strategies to improve mental well-being
- Learn strategies for better physical wellness

02

03

Mood

- Know and understand yourself
- Learn healthy ways of self-regulation
- Understand the habits of happiness

Conflict Management

- Understand the causes of conflict
- Learn the importance of communication
- Learn strategies for effective collaboration

04

05

Performance

- Discover your purpose and values in life
- Understand how to harness and sustain motivation
- Learn how to develop competence and confidence

Managerial Care Tools

- Learn about causes and categories of various mental health disorders
- Learn how to identify common symptoms of various mental health disorders
- Learn basic mental health first aid skills for assessment and first response
- Understand how to support employees with mental health conditions through workplace initiatives

06



MindWealth 360's Partnership with Promises Healthcare

Training content in the Workplace Wellness and Resilience modules are presented by our team of experienced clinicians from Promises Healthcare.

Promises Healthcare is one of the leading mental health and addictions service providers, with an experienced team of psychiatrists, psychologists, counsellors, and coaches.

Our multidisciplinary team of clinicians at Promises Healthcare provides a diverse range of expertise and specialisations catered to suit your needs.

All our online modules have the option to be supported by other EAP services provided by Promises Healthcare such as:

- 1) **Helpline and Confidential Counselling and Coaching Services** (Refer to page 10 for more information)
- 2) **Other Specialised Services** such as:
 - Psychiatric and Psychological Services (Refer to page 9 for more information)
 - Critical Incident Intervention (Refer to page 11 for more information)
 - Executive Coaching (Refer to page 12 for more information)
 - Mental Health Survey (Refer to page 14 for more information)
- 3) **Specialised Training Workshops and Talks** (Refer to page 15 for more information)

At Promises Healthcare, we provide an extensive range of services:

- 1 **GENERAL PSYCHIATRY AND PSYCHOLOGY**
Psychotherapy and medication management for individuals who require neuro-pharmacological support.
- 2 **ADDICTIONS**
Evidence-based interventions for managing addictions and mental health issues spanning the different stages of recovery.
- 3 **PSYCHODRAMA**
Interventions that employ guided dramatic action for clarifying issues, improving well-being, and enhancing learning.
- 4 **CHILDREN AND ADOLESCENTS**
Psychological assessments and reports for children and adolescents, and treatment for psychological conditions.
- 5 **EXECUTIVE HEALTH SCREENING AND FAMILY MEDICINE**
Professional primary care services, health screening, and management of acute and chronic diseases.
- 6 **FORENSICS**
Court assessments and reports for current diagnoses, expert testimonies, and reports supporting sentence mitigation.
- 7 **TRANSCRANIAL MAGNETIC STIMULATION (TMS)**
A non-drug treatment for psychological conditions such as depression and anxiety disorders using magnetic impulse treatment.

Concerns for Employee Confidentiality

As employees, one's confidentiality is of utmost concern – worries on whether seeking treatment, counselling, or coaching will put one's job at risk, or whether one will be stigmatised at the workplace as a result of seeking help.

At MindWealth 360, your employees can be assured of the measures taken to safeguard their confidentiality.

With our phone helpline service, your employees have the option to seek help through confidential counselling or coaching. An appointment will be made for them to meet with a counsellor or coach as soon as possible.

The counselling or coaching session may be conducted in-person or virtually.

A quarterly report will be given to management to track sessions used and presenting issues dealt with. The confidentiality of employees will be strictly maintained. The following template is a sample of a quarterly report for TZC company:

Date	Client	Presenting Issues	Remarks
1-May-20	TZC 1	Sought psychiatric help for anxiety	Referred by HR Manager to seek a consultation
8-May-20	TZC 1	Sought psychological help for work-related stress	Repeat Client Anxiety levels lowered
17-Jun-20	TZC 2	Sought psychiatric help for insomnia and depression	Appointment slot was booked by HR Director



Crisis Intervention

How prepared are we when critical incidents happen? Critical incidents are emergencies and dire situations which require an urgent response.

At MindWealth 360, we provide a series of training topics to develop crisis management skills. In the event of a crisis, MindWealth 360 will provide immediate on-site psychological support for those affected.

Training Topics for Crisis Management

01 AWARENESS

- What is a critical incident?
- Types of psycho-social reactions
- Effects on victims, colleagues, and family
- Organisational response and contingencies

02 READINESS

- Your stress response and coping style
- Understanding trauma
- Vicarious traumatisation
- What is the role of a first responder?
- Support system for critical incidents

03 PSYCHOLOGICAL FIRST AID

- Basic helping skills
- Listening and attending skills
- Communicating bad news
- Understanding grief and loss
- Guidelines in intervention



Executive Coaching

Thriving in senior management requires mastery over numerous skill sets. Exercising true leadership comes not only from skilful hands but also from a heart of integrity, purpose driven aspirations, and a deeper meaning in life.

Who We Coach

Our Executive Coaching services are meant to empower C-Suite Executives, Senior Management, and Emerging Leaders to lead with renewed passion and purpose at work whilst living out their potential for a fulfilling life beyond work.

Our Coaching Style

Coaching styles are customised to suit the needs of each client. Our Executive Coaches employ various approaches in journeying with clients as they rediscover themselves in new ways to achieve their truest and fullest potential. A collaborative approach is often used – one which draws on the unique strengths, values, and beliefs of the client to harness motivation from within and effect change. Clients are guided to a place where they take ownership of issues in life and learn to manage relationships with a sense of fulfilment.

Mode of Delivery

Coaching can be delivered in-person or virtually.

Meet Our Coaches

01

ERIC LEE

Eric has coached senior executives across many industries for over 11 years. His values-based approach and engaging style has helped many become more effective leaders. His feedback and feedforward sessions and use of a thinking preference tool are other distinctive aspects of his coaching.

02

MAVIS MCALLISTER

Mavis specialises in change management, guiding individuals to become “unstuck” and move to the next level. In the process, individuals look inwards and learn more about themselves, unlocking the sources of motivation that fuel empowered action.

03

TIMOTHY KHOO

Timothy's coaching style touches on the existential issues of life, guiding individuals to discover for themselves their own meaning and purpose. Timothy brings into focus the impact of one's relationships with others both professionally and personally.

Additional Training

In addition to the online resources, MindWealth 360 has a wide range of in-person workshops and webinars (please refer to page 15). We are also able to customise training topics according to the needs of the organisation.

An organisation's needs can be effectively determined by conducting a Mental Health Survey which will include a comprehensive report detailing the needs of the staff.

We also provide Executive Coaching for C-Suite Executives, Senior Management, and Emerging Leaders (please refer to page 12).

Mode of Delivery

Our training programmes can be conducted in-person or virtually.



Executive Group Programmes

01 Kintsugi Discovery

Through an experiential workshop, the Kintsugi art form parallels the different seasons of our lives: at times having to navigate a fractured past, into a 're-remembered' present, in order to pursue a desired future. Through the breaking, mending, and lacquering of pottery, individuals are invited on a personal journey of discovering intrinsic value and beauty in brokenness.

02 Change Leadership

Whether change is thrust upon you or you are seeking to create it, our programme on Change Leadership involves interactive and experiential segments to support you. A series of different modules are presented to empower individuals to lead themselves and others through turbulent times.

03 Conflict Resolution

Conflict resolution skills are often part of the usual tool kit for individuals. This one-day programme goes one step further by equipping participants with basic skills to mediate in the workplace as well as in their personal lives. The interactive nature of this programme encourages individuals to learn through their active involvement.

Customised Topics Available

These are topics that are not covered in the online Workplace Wellness and Resilience training modules.

Personal Growth and Development

- Personal Motivation
- Effective Communication
- Family and Relationship Development
- Habits of Happiness

Balancing Work and Family

- Family and Marital Well-Being
- Parenting and Childcare
- Supporting the Ill and/or Elderly
- Reducing Absenteeism and Presenteeism

Work and Productivity

- Priorities in Life
- Anxiety and Depression
- Conflict Regulation
- Addictions

Teamwork and Collaboration

- Enhancing Workplace Team Dynamics
- Improving Collaborative Skills
- Resolution Techniques
- Team Enrichment Skills

Supervisory Skills

- Conflict Intervention
- Managing Negative People
- Recognising and Avoiding Burnout
- Motivating Employees
- Building Effective Teams

COVID-19

- Home Isolation Issues
- Helping Children Cope With Changes
- Supporting Team Members
- Parenting Tips

*Email us at mindwealth360@promises.com.sg for additional topics