

DEVELOPED BY



MINDFUL
EMPLOYER

canada



MINDFUL LEADER
CERTIFICATION PROGRAM

CANADIAN VETERINARY
ASSOCIATION MEMBERS

PROMO CODE: CVAM15

Human-centered leadership development.

OVERVIEW

The Mindful Leader Certification Program is an innovative leadership program that teaches leaders how to identify and respond to employee mental health issues and address common workplace challenges. At the end of the program, leaders will be more comfortable and effective at helping employees access the resources they need and remain productive while working, either on-site or virtually.

The Mindful Leader Certification Program can be taken on-demand, providing endless flexibility, or by joining one of our scheduled live courses where attendees get the opportunity to engage with and learn from other leaders.

If you have any follow-up questions, you can contact Sarah Jenner, Executive Director of Mindful Employer Canada. She can be reached by email at sarah@mindfulemployer.ca or by telephone at 905-689-5551

PROGRAM OUTCOMES

Participation in the Mindful Leader Certification Program will provide leaders with the following:

- The opportunity to participate in quality training in a way that is manageable given existing responsibilities
- Access to experts in the fields of workplace mental health and psychological safety that respond directly to your questions and challenges
- Increased leadership capacity, competency, and efficacy
- An approach and language about workplace mental health that can be embedded into your organization's existing culture
- A community of leaders working together toward a common goal of excellence in leadership.

Mindful Employer Canada is proud to partner with the Canadian Veterinary Association to offer its members a 15% discount on the Mindful Leader Certification Program. Use promo code CVAM15 when registering for on-demand or live courses to receive your exclusive discount.

COURSES

Foundations for Mindful Leadership

After completing Foundations for Mindful Leadership, leaders will have:

- Fool-proof communication strategies that build trust and commitment.
- Steps to take to address performance challenges that focus on employee commitment to change, and reinforce open and supportive communication.
- Personalized plans to help leaders and staff understand how they can manage their symptoms of stress, support their personal well-being, objectively address current stressors, and leverage available resources.

Recognizing and Responding to Mental Health Issues

After completing Recognizing and Responding to Mental Health Issues, leaders will have:

- A clear understanding of the four domains of emotional intelligence and the impact they have in the workplace.
- Effective strategies to help leaders have challenging conversations with employees who may be struggling at work.
- A practical approach to recommend resources to employees without making them feel ashamed or isolated.

Resolving Interpersonal Challenges

After completing Resolving Interpersonal Challenges, leaders will have:

- Strategies to prevent and address behaviours that could be perceived as bullying.
- A framework to create a guideline for what constitutes a psychologically safe interaction.
- Gone through our expert's solution-focused approach to address conflict between staff.
- The ability to foster commitments from employees to move beyond tolerating one another and towards respectful workplace interactions.

Supporting Employees at Work

After completing Supporting Employees at Work, leaders will have the skills to:

- Apply a supportive task management process that engages the employee in conversations that focus on constructive feedback, recognition, and specific tasks they may be struggling with.
- Clearly understand reasonable accommodation, undue hardship, and strategies that support an employee's successful return to work.
- Create a comprehensive accommodation plan that focuses on the employee's cognitive and behavioural capabilities to meet job expectations, and requires no medical information.

Building Healthy Teams

After completing Building Healthy Teams, leaders will have:

- An understanding of the steps they can take as leaders to facilitate productive team discussions.
- A multitude of activities they can leverage to enhance team cohesion, reduce conflicts, and improve team culture.
- A four-week plan to engage their team in activities that build social intelligence, improve effectiveness, and support employee well-being.

Assessing and Improving Psychological Health and Safety

After completing Assessing and Improving Psychological Health and Safety, leaders will have:

- An understanding of the factors that affect psychological health and safety within an organization and team.
- The key tools to assess psychological health and safety, and how to break down the results and decide on the next steps.
- Strategies to engage staff to discuss the results, and practical adjustments that can be made to improve the psychological health and safety within their team.

PROGRAM PRICING

Mindful Leader On-Demand Learning

This program includes:

- Six on-demand courses (24+ hours of learning) that can be accessed anywhere with an internet connection
- Pre/post-course surveys so leaders can share what Mindful Employer Canada can do to continue to support them
- Practical application so leaders have the opportunity to leverage the tools and strategies learned in each course
- Certification after completing all courses and practical application of the strategies learned.

Learners can register for the full program at a reduced cost of \$1499 and gain access to all six courses. Alternatively, courses can be purchased separately for \$299.

Mindful Leader Live Learning

This program includes:

- Six scheduled live courses (40+ hours of learning) facilitated by an expert in the field of workplace mental health
- Pre/post-course survey's so leaders can share what Mindful Employer Canada can do to continue to support them
- Practical application so leaders have the opportunity to leverage the tools and strategies learned in each course
- Certification after completing all courses and practical application of the strategies learned.

Learners can register for the full program at a reduced cost of \$1499 and gain access to all six courses. Alternatively, courses can be purchased separately for \$299.

SUMMARY

Our Mindful Leader Certification Program was developed to help leaders cultivate the skills, strategies, and resources necessary to create an environment where their team can thrive. Each of our courses offers solutions that help leaders meet critical psychosocial factors that foster resilience, collaboration, and healthy interpersonal communication, to create a supportive working environment.

At Mindful Employer Canada, we recognize the effort, energy, and growth our leaders put into completing the Mindful Leader Certification Program. After successfully completing all courses and submitting the Application of Knowledge for each course, each leader will receive their Mindful Leader Certification. This certification will demonstrate their dedication to cultivating a safe, supportive, and respectful workplace and can be added to their email signature, and shared on LinkedIn.

We look forward to collaborating with you to create a work environment your team is excited to be part of! If you have any questions about the program, please email Sarah Jenner at sarah@mindfulemployer.ca.

WHERE TO *Find Us*



WWW.FACEBOOK.COM

You can find us on Facebook by searching @MindfulEmployerCanada
#MindfulEmployerCanada #MindfulLeader

WWW.INSTAGRAM.COM

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LIVE COURSE

MINDFUL LEADER CERTIFICATION PROGRAM



**FACILITATOR |
SARAH JENNER**

FULL PROGRAM

\$1499

Registration opens
May 18

- 01 & 02 JUNE | FOUNDATIONS FOR MINDFUL LEADERSHIP
- 21 & 22 JUNE | RECOGNIZING & RESPONDING TO MENTAL HEALTH ISSUES
- 13 & 14 JULY | SUPPORTING EMPLOYEES AT WORK
- 10 & 11 AUG | RESOLVING INTERPERSONAL ISSUES
- 30 & 31 AUG | BUILDING HEALTHY TEAMS
- 25 & 26 OCT | ASSESSING & IMPROVING PSYCHOLOGICAL HEALTH & SAFETY

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