

## Wellness Mentor Training

# Individuality And Flexibility Create Effectivity

*Our dream is that you will succeed and feel well.*

*By enforcing well-being, we ensure the conditions for the continuation of work and success.*

*Wellness mentors build a network that, along with occupational healthcare, activates staff to take individual measures which support their own resources.*



# Objectives And Benefits Of The Training

- Pausing and making your personal well-being a top priority - when you feel good about yourself, you can better support others.
- A network of mentors **activates staff for individual actions** which support their well-being.
- Through the power of example, individual well-being, and at the same time, **the well-being** of the entire work community, gradually becomes **a key value for the organization**.
- Through personal experiences and group meetings, participants receive **tools to support staff well-being**.
- The network of wellness mentors **improves community spirit** in the workplace. **Commitment to the company and employer brand** is strengthened.
- Sharing experiences and practices between organizations strengthens know-how related to enhancing well-being.



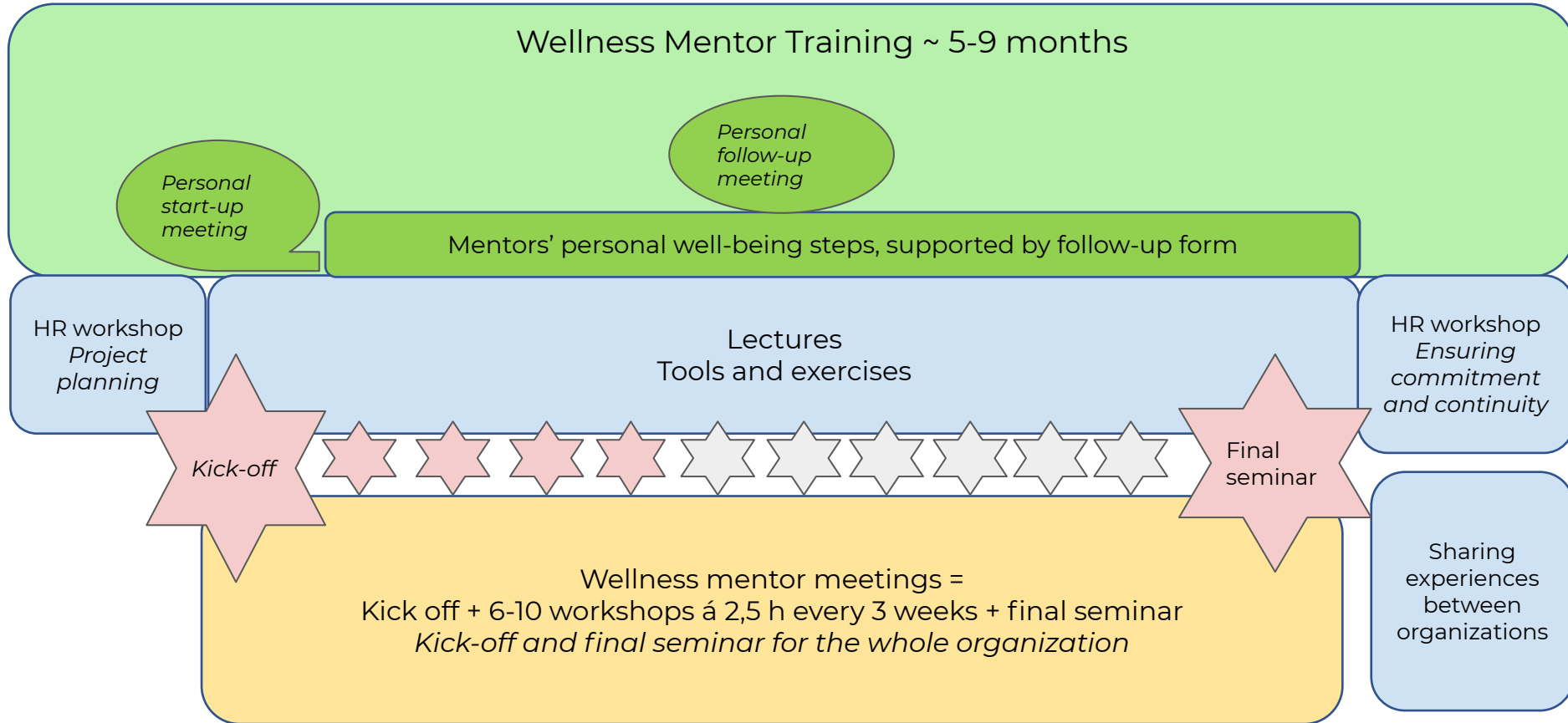
# We Develop Competence

- **To modify routines** - giving up and building something new.
- **To pause and listen** to yourself and others, to see the essential, and do the right things smarter.
- **For self-leadership and self-knowledge**, which have a direct impact on interaction and interpersonal relationships.
- **To promote well-being** with concrete tools.

The most significant added value comes from the insights that emerge through group meetings and individual experiences, which help us support well-being from the perspective of both the individual and the work community.



# Building a Network of Wellness Mentors



# Well-Being of Mentors

- Our daily choices and habits create the foundation for well-being.
- Mentors' personal wellness steps consist of four modules:
  - nutrition and weight management
  - exercise and daily activity
  - sleep and recovery
  - leading a fulfilling life
- Well-being of the body and mind are linked to each other. You can find the balance when you pause and try new things.
- Our wellness coaching is based on scientific studies and recommendations.
- Wellness steps consist of:
  - online course on well-being, assignments for 16 weeks, and a tracking sheet to monitor your progress
  - support from other mentors and experiences shared in the workshops



# Together We Build Better Daily Lives

- We involve the entire organization by having the kick-off and final seminar together.
- HR-workshops ensure that the training is corresponding to your needs and that the operating models learned are embedded to everyday life.
- In the wellness mentor workshops, we assemble, and experiment with, together the tools and methods which mentors will use in the future to promote well-being.
- If you wish, we offer support with the service design of the services provided by wellness mentors, and with the exchange of information, experience, and know-how between different organizations.
- The network of wellness mentors works best across organizational borders.





# The Implementation Of The Training Is Practical

- In addition to the material distributed in the workshops, our training is supported by each participant's own workbook, preliminary assignments, and exercises completed in between workshops.
- We may use LovelyLife Wellness Coaching online material and discussion platform in Uranet.
- We facilitate the workshops through sparring, evoking insights, listening, and utilizing the development plans created during the encounters.

Completion of the training requires approximately one day's worth of work input per month from the participants.





# Workshops To Meet Your Needs

Wellness mentor training includes 6-10 workshops:

- The training always includes the following 4 workshops:
  - I as a wellness mentor
  - Our well-being services and roles
  - Basic psychological needs and interaction
  - My strengths and resources
- The additional topics of the mentor workshops are selected according to your needs. The topics are covered utilizing your personal examples.

We can also carry out workshops as additional training days outside the actual training package.



# Workshops Always Included In Training

## **I as a wellness mentor**

### **Target:**

Getting to know the key tools of wellness mentors

### **Themes:**

Wellness mentor's own well-being, acting as a mentor

## **Our well-being services and roles**

### **Target:**

Clarifying the role and tasks of the wellness mentor

### **Themes:**

Existing services and roles that support well-being

## **Basic psychological needs**

### **Target:**

Identifying needs of oneself and others

### **Themes:**

Basic needs, feelings, impact on relationships, and working together.

## **My strengths and resources**

### **Target:**

Finding and leveraging strengths

### **Themes:**

Well-being according to positive psychology

# Optional Workshops

## Brain resources

### Target:

Tips to support brain well-being

### Themes:

Eating, activity, and recovery to support the brain

## Significance

### Target:

Identifying the significance of work and its components

### Themes:

The elements of work's significance - from the viewpoints of me, you, and us.

## Solution focus

### Target:

Redirecting energy

### Themes:

Feeling frustrated, and solution-focused mentoring

## Increase productivity

### Target:

Enthusiasm and getting excited together

### Themes:

Enthusiasm increases productivity, and compassion adds to enthusiasm for others

# Optional Workshops

## **Empowering work**

### **Target:**

Work engagement increases the joy of work

### **Themes:**

Engagement, recovery, and the power of feedback

## **Service design**

### **Target:**

Description and implementation of wellness mentor services

### **Themes:**

Selection and documentation of services based on exercises and feedback

**4 workshops  
common to all**



**Choose 2 - 6 themes  
most important to  
you**

# Support For Our Development

- The wellness mentor training has been developed in a project supported by the Finnish Work Environment Fund.
- The Network of Wellness Mentors- project has been implemented in two organizations: The Helsinki Deaconess Institute and Bilot. At the Deaconess Institute, the implementation was in Finnish and at Bilot in English.
- The final report and results of the project have been published on the website of the Finnish Work Environment Fund: [Deaconess Institute](#) and [Bilot](#).



**Työsuojelurahasto**  
Arbetskyddsfonden  
The Finnish Work Environment Fund



**Diakonissa-  
laitos**

**BILOT**

# Your Investment (prices vat 0%)

<b>Investment in well-being</b>	<b>Euros /participant</b>
2 HR-workshops, one at the beginning and one at the end of training, à 2 hours	
Kick-off and final seminar for the whole organization, à 1 hour	
2 personal meetings*, LovelyLife®-wellness coaching, à 50 min	
LovelyLife® Wellness Coaching online course for training participants	
6 - 10 Wellness Mentor- workshops, group size 8-12	
<b>Price /participant 6 workshops</b>	<b>2 500</b>
<b>Price /participant 8 workshops</b>	<b>3 000</b>
<b>Price /participant 10 workshops</b>	<b>3 500</b>

\* Meetings are primarily held via video calls. During individual meetings, we recommend a nature walk in your own neighborhood as an option, your coach joining you over the phone.

If the personal coachings are held in the same appointed location, 3-6 participants can be met on the same day.

**Well planned and executed actions, that increase occupational welfare, can be financially very cost-efficient. Studies show, that the return on investment can be from 3 up to 6 times as much. Source: Työterveyslaitos (Finnish Occupational Health Organization)**

# Is the Investment Truly Worthwhile?

- Your important resources will stay with you, **your operational capacity is maintained without interruptions**, and time is saved due to reorganization of work and resources.
  - **Personnel will be empowered to take care of their own well-being.** Sick leaves, occupational healthcare costs, and work capacity risk will be reduced.
  - **Work quality and productivity of working time increase** = less mistakes, focus on the correct issues, and acting smarter.
- > Benefit is tens, or even hundreds, of thousands of euros annually!**







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