



# Well-being Leadership Certification

*How will you lead your organization in uncertain times?*

**Dr. Joel Bennett**, PhD, CWP; Certified Health and Wellness Coach

Provided in collaboration between Chase Sterling, Well Being Think Tank, and Organizational Wellness & Learning Systems (OWLS)

**Times/Dates:** Thursdays -- March 9<sup>h</sup> (5-6:30 pm CDT/ 6-7:30pm EDT) ends May 18th

- March 9<sup>th</sup> and 16<sup>th</sup>; Skip March 23<sup>rd</sup> for Coaching\*
- April 6<sup>th</sup>, 13<sup>th</sup>, 20<sup>h</sup>; 27<sup>th</sup>, Skip May 4<sup>th</sup> for Coaching\*
- May 11<sup>h</sup> and 18<sup>h</sup>

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## COURSE BACKGROUND

The pandemic, racial strife, and various stressors associated with vaccine mandates, and decisions about remote/hybrid work have placed enormous pressures on human resources and wellness coordinators to adapt and strategize. The old ways are not working and, yet, the goal of building and maintaining a healthy work culture has become even more important.

Having a solid well-being culture strategy can help with concerns about recruitment, retention, and continued growth during times of uncertainty and complexity. Too often, during times of stress, we can take on more and put well-being on the back-burner rather than lean-in. This course is about leaning in.

This 18-hour certificate course provides human resource and wellness professionals an in-depth set of experiences, exercises, tools, and knowledge to enhance their leadership and both their personal and professional resilience.

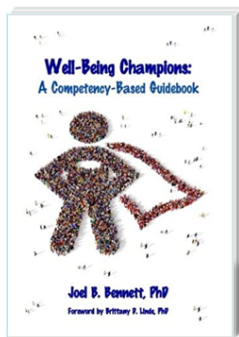
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\*OWLS coaches are certified in our resilience-to-thrive model or other health coaching modalities

## COURSE COMPONENTS

The course includes

- Eight 1.5-hour group sessions
- Two one-on-one personal coaching sessions
- Personal feedback on Clifton Strengths Finder
- Pre-and-post assessment to monitor your growth
- Copies of five books (Raw Coping Power, Best Self, Well-Being Champions, Heart-Centered Leadership, Humble Inquiry) - See Below
- Participants engage in between-sessions "buddy" coaching with a fellow classmate
- To receive a certificate, participants complete a brief final exam (open-book) & essay



**Prior to Session 1:** Participants complete a self-assessment of their current competency levels as a potential or actual leader for a healthy workplace culture.

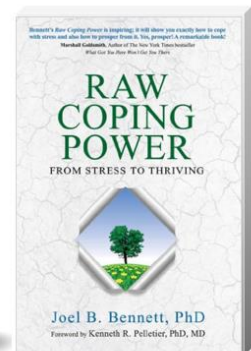
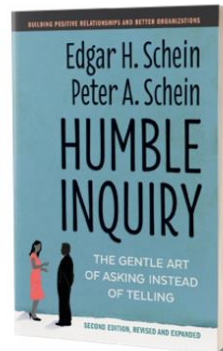
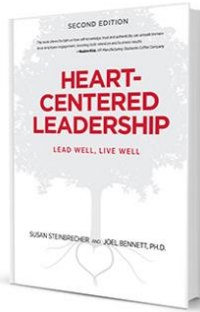
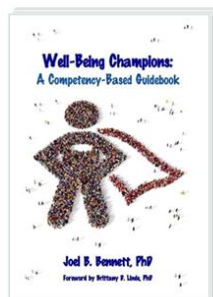
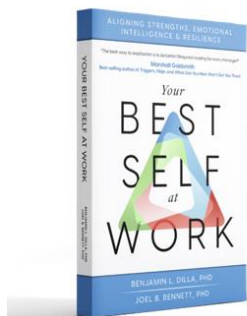
This self-assessment allows participants to gauge their needs and also serves as a baseline for the course.

Areas covered include the competencies listed in Well-Being Champions (Bennett & Linde) as well as strengths (Clifton Strengths) including strengths of resilience, values, self-leadership, and intentions.



<https://organizationalwellness.com/collections/books/products/book-champion-guidebook>

**Participants receive all of these exercise-packed books for their leadership library.**



**SYLLABUS**  
**WELL-BEING LEADERSHIP CERTIFICATION**  
**COURSE OBJECTIVES**

Overall Objectives

As a result of participating in all training sessions and completing assignments, participants will:

- 1) Be able to identify core competencies for being a leader of cultural resilience and the degree to which they demonstrate those competencies in their day-to-day work practices
- 2) Be able to assess and enhance a climate of resilience and mental well-being in a specific workplace that they identify for practice work
- 3) Recognize current and desired personal strengths in several areas related to leadership, resilience, emotional intelligence, and consulting as these relate to being a leader of resilience
- 4) Self-assess virtue and real listening capacity as these contribute to one's own capacity as a resilience leader

The course is divided into four main sections.

- 1) Foundations → 2) Readiness → 3) Action → 4) Realization

**SECTION 1: FOUNDATION (Sessions 1 and 2)**

As a result of participating in all training sessions and completing assignments, participants will:

- 1) Recognize the basic infrastructure and resources of a well-being and champion well-being initiative
- 2) Be able to identify tools for building presence, engagement, and commitment; employee behaviors that demonstrate these qualities and ways of measuring them
- 3) Be able to assess organizational readiness for adopting a resilience and mental health initiative and ways to gain support
- 4) Personally assess their own competencies related to the above tools, behaviors, and assessments

## **SECTION 2: READINESS (Sessions 3 and 4)**

As a result of participating in all training sessions and completing assignments, participants will:

- 1) Be able to identify their own level of health consciousness and resilience and continually grow in these areas
- 2) Be able to conduct a basic job crafting exercise for making changes to one's own job design for reduction of stress
- 3) Apply concepts of health consciousness, resilience, and job crafting for the purpose of planning a resilience initiative
- 4) Identify methods for building partnerships and assessing culture and climate for enhancing resilience and mental well-being

## **SECTION 3: ACTION (Sessions 5 and 6)**

As a result of participating in all training sessions and completing assignments, participants will:

- 1) Be able to have heedful and deliberate conversations with stakeholders, leaders, and key social influencers in their workplace to address mental health and stigma concerns
- 2) Recognize all the competencies required for a well-being ambassador strategy and for scaling such a strategy
- 3) Practice really listening and humble inquiry both with fellow students and with real-world colleagues and/or clients

## **SECTION 4: REALIZATION (Sessions 7 and 8)**

As a result of participating in all training sessions and completing assignments, participants will:

- 1) Be able to carry forward a personal development plan for ongoing growth and learning as a resilience leader
- 2) Recognize the importance of positive values, virtues, and higher principles for living and ways to celebrate those
- 3) Be able to effectively acknowledge others for their contributions to creating a culture of mental well-being and resilience

# Session Outline

Session Title	Competency Reviewed from "Well-Being Champions"	Action Steps (Assignments)
<b>FOUNDATION</b>		
Session 1: <b>FOUNDATION:</b> Leading from the Inside-Out and Navigating Change	<b>Competency 1:</b> Make the Commitment	Complete pre-assessment
Session 2: <b>FOUNDATION:</b> Assessing Organizational Readiness (selecting your case study)	<b>Competency 2:</b> Know Infrastructure/Resources <b>Competency 3:</b> Gain Support	Discuss organizational case study with coach buddy and assess readiness and initial plan
<b>READINESS</b>		
Session 3: <b>READINESS:</b> Core Tools - Personal Resilience, Health Consciousness, Job Crafting	<b>Competency 4:</b> Plan Well <b>Competency 5:</b> Build Partnerships	Discuss personal assessment results with coach buddy
Session 4: <b>READINESS:</b> Assessing Culture and Climate and Conducting Job Stress Audit	<b>Competency 6:</b> Enhance Climate	Assess climate and discuss results with class Humble Inquiry Reading 1
<b>ACTION</b>		
Session 5: <b>ACTION:</b> Conducting Really Listening Interviews: Humble Inquiry	<b>Competency 7:</b> Communicate Well	Meet with two class buddies Humble Inquiry Reading 2
Session 6: <b>ACTION:</b> Targeting Goals for Ambassadors and Scalability	<b>Competencies 8 &amp; 10:</b> <b>8:</b> Grow Ambassadors <b>10:</b> Scalability	Describe scope of potential project and scalability
<b>REALIZATION</b>		
Session 7: <b>EMBODIMENT AND REALIZATION:</b> Evaluate Progress on Personal and Professional Growth	<b>Competency 9:</b> Evaluation	Complete post-assessment
Session 8: <b>FINAL REPORTS:</b> Effectively Reward and Acknowledge Others in Genuine Ways	<b>Competency 11:</b> Celebration	Final Reports

Source: *Well-Being Champions: A Competency-Based Guidebook*, Dr. Joel Bennett, PhD