

Services Catalog





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Creative Services

Participants are required to sign a waiver for all BHS events.

Topics listed in this catalog are updated frequently and availability is subject to change.

BHS staff is available to provide consultation and information on provider availability for any service request.

Video production, audio recording and/or graphic reproduction of any on-site presentations are prohibited.

Welcome to the BHS Services Catalog.

At BHS, we are in the business of bettering lives. With almost two decades of experience in health and wellness, BHS develops and executes strategic solutions that drive employee engagement, increase productivity, promote behavior change and stimulate a healthy workplace. Our comprehensive solutions include: Assistance, Corporate Wellness, Work-Life Services, Well-Being Coaching and Organizational Development.

This catalog is an introduction to our product and service offerings. All services listed in the catalog are available as stand-alone solutions or can be customized and combined to meet your organization's specific needs.

Whether you are looking to start a new program or to complement an existing one, BHS has the flexibility, expertise and solutions you need in a workplace performance partner.



“ We have the right mix of passion, creativity and commitment to make things happen for you. On behalf of the BHS team, I appreciate your time and consideration. ”

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DAWN MOTOVIDLAK
President and CEO

AT A GLANCE

New Services Look for the pink “★” icon throughout the catalog.

HEALTH PROMOTION AND SCREENING SOLUTIONS

Drop-in Sessions

- REFLEXOLOGY

Education Booths

- PLANTING AN OFFICE CONTAINER GARDEN
- MENTAL HEALTH AWARENESS
- SUICIDE PREVENTION
- WELL-BEING TRIVIA

Fitness Classes

- CIZE
- INSANITY
- MIXXEDFIT®
- PIYO®
- SCULPT AND TONE
- STRONG BY ZUMBA®

Online Challenges

- YO HO HO

Well-Being Bites and Demonstrations

- BITES ON THE GO:
 - Breakfast
 - Desserts

LEARNING AND DEVELOPMENT SOLUTIONS

Health and Wellness

- BACK IN SHAPE — BALANCING DEMANDS
- CHOLESTEROL – THE GOOD, THE BAD AND THE STRATEGIES YOU NEED
- DIABETES AND HEART HEALTH CONNECTION
- GETTING FIT AT THE OFFICE
- MENTAL HEALTH AWARENESS AND SUICIDE PREVENTION
- SLEEP DEPRIVATION: UNDERSTANDING AND IMPROVING SLEEP PATTERNS
- SLEEP HEALTH — LEARNING THE BENEFITS AND CHALLENGES TO EFFECTIVE SLEEP CARE
- SO YOU THINK YOU CAN CHILL — STRATEGIES FOR CREATING MINDFUL MOMENTS
- THE POWER TABLE
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Human Resources and Productivity

- BEST PRACTICES FOR MEETING NOTE TAKING:
- EFFECTIVE COMMUNICATION — ADOPTING AN ASSERTIVE APPROACH
- FIVE GENERATIONS IN ONE WORKPLACE

Personal Development and Training

- BULLYING AT WORK
- INVESTING 101
- MASTER YOUR SPENDING
- THE STRUGGLE IS REAL — STRATEGIES FOR TIME MANAGEMENT

30-MINUTE COACH CHATS AND SERIES

Chat Topics

- STEPS TO STRENGTHEN YOUR RELATIONSHIP

2019 BHS Health Observances Calendar

Need some help planning your well-being program? Check out our monthly health observances calendar. BHS also highlights monthly webinars aligned with the calendar, covering a range of topics from career and personal, to health and well-being. Keep your organization engaged by planning well-being services that are aligned with the BHS Calendar. Monthly topics subject to change.

January

Get Ahead This Year

February

Tax Smarts

March

Change Management

April

Declutter Your Life

May

Healthy Eating

June

Mind-Body Health

July

Interpersonal Relationships

August

Getting Ahead at Work

September

Parenting Teens

October

Healthy Holidays Ahead

November

Managing Financial Stress

December

Staying Motivated



HEALTH PROMOTION AND SCREENING SOLUTIONS

From organized health fairs to stand-alone activities, BHS provides a variety of interactive health education and screening booth options designed to make your next on-site event a success. Our booths are staffed by qualified educators and/or screening professionals and are designed to increase health awareness and promote healthy lifestyles. BHS will coordinate and provide all promotional materials and screening equipment based on the selected theme. Booth themes are designed to cover a wide range of topics to meet the needs of attendees.

Registration portals are available — speak with your Event Coordinator about consultations with your event.

Drop-In Sessions

*Drop-in Sessions are designed for participants who are short on time, but want to engage in a quick activity. **0.5 credits per hour (2 hour minimum)***

ACTIVE MINUTES: Offers 10-minute, equipment-free physical activity sessions that employees can perform at the workplace. Participants will enjoy an active break to return to work recharged and reenergized. *Note: Spacious room is required.*

BECOME MORE FLEXIBLE: Teaches participants about the importance of flexibility, how to perform simple stretches every day and the health benefits of stretching by receiving information and demonstrations to help them stretch on their own.

DESTINATION — CHANGE: Engages participants in a goal setting activity using a fillable post card that serves as their personal road map to success. This session helps participants identify challenges, strengths, resources and action steps toward reaching their goals.

EXERCISE AND FITNESS: Motivates participants to get moving by offering 15-minute exercise sessions from a BHS fitness professional. This session educates participants about the muscular and cardiovascular benefits of engaging in a regular exercise routine, regardless of current fitness status. *Note: Spacious room is required.*

★ **REFLEXOLOGY:** Offers a reflexology provider that provides reflexology to the feet and/or hands (10-15 minute intervals) in order to reduce stress and relieve aches and pressure. This alternative medicine practice involves application of pressure to the feet and hands with specific thumb, finger and hand techniques.

RELAXATION ROOM: Takes participants on a mental vacation by using a small room for 15-minute visualizations and relaxation sessions accompanied by education on stress management. *Note: Separate/private room required.*

★ NEW

SEATED MASSAGE: Offers a massage therapist that delivers seated massages to participants (10–15 minute intervals) in order to reduce stress and relieve any muscle aches or tension. Information will also be provided about ways to reduce day-to-day stress and the health benefits of massage therapy. *Note: Appointments required. Seated massages at health fairs may require different setup. Additional space required for each massage therapist.*

WALKING GROUPS: Encourages participants to make activity part of their work day by engaging them in workplace walks. *Note: Walks must either be pre-determined by the customer or BHS is available to create walking routes for your workplace for an additional credit.*

Education Booths

*Educational tip sheet provided. On-site booth availability is limited. Some booths may be available through BHS virtual platform. **0.5 credits per hour (2 hour minimum)***

- ☒ **ALCOHOL AWARENESS GOGGLES:**
Demonstrates how alcohol can impair vision. Participants will have the opportunity to complete an activity with impairment goggles and receive educational handouts.
- ☒ **BRAIN FITNESS:** Challenges participants to keep their minds healthy by engaging in memory games and providing resources for exercising their minds. They will learn about strategies for improving memory, attention and focus throughout their life.
- ☒ **BREAST CANCER AWARENESS:** Provides information on early detection, prevention and treatment of breast cancer as well as how to support loved ones coping with a breast cancer diagnosis. Participants will learn about lifestyle changes they can make and how to talk to their doctor about breast cancer.
- ☒ **DESKERCISE!:** Prolonged sitting can increase your risk of heart disease, stroke, diabetes and some cancers. Deskercise! teaches participants about ways to incorporate activity into their workday by demonstrating simple office-friendly exercises incorporating movement throughout the day. Stretch bands provided for demonstration purposes. *Note: Table or desk is required for demonstration.*
- ☒ **DIABETES AWARENESS:** Informs participants about the signs, symptoms and risk factors associated with diabetes, which is the seventh leading cause of death in the U.S. Participants will receive educational materials about treatment and prevention and have the opportunity to interact with various models.
- ☒ **HEART HEALTH AWARENESS:** Provides an overview of the signs/symptoms, risk factors and prevention of heart disease, the number one killer among men and women in the U.S. Participants will learn from a BHS professional about heart-smart lifestyle changes they can make in their diet, exercise and tobacco use.
- ☒ **MEN'S HEALTH:** Empowers men to take control of their health by providing information on important lifestyle choices. Participants will learn about behavior changes they can make in order to live a long and healthy life.
- ★ **MENTAL HEALTH AWARENESS:** Create awareness of the prevalence of mental health issues, using stigma free verbiage, and learn positive coping techniques.
- ☒ **NUTRITION:** Provides a comprehensive look at how what we eat impacts our health. Topics include *Back to Basics*, a focus on fundamentals; *Diet Detective*, making sense of nutrition labels and marketing terms and *Sugar Shocker*, techniques for minimizing sugar intake. Participants will learn how to eat healthier and will receive educational handouts.

- 📺 **OVERCOMING STRESS:** Helps participants combat stress, a condition 80 percent of workers report feeling on the job. They will learn about coping mechanisms and tools to help them prevent, manage and decrease daily stress.
- 📺 ★ **PLANTING AN OFFICE CONTAINER GARDEN:** Educates participants on the options for planting herbs and container veggies.
- 📺 **SKIN CANCER AWARENESS:** Educates participants about skin cancer prevention, how to select sunscreen and other tips for protecting your skin from sun damage. Participants will also review techniques for self-examinations.
Note: Available in MD, DC, and VA only.
- SLEEP HABITS:** Offers tips, tools and resources for improving the quality and quantity of sleep. Participants will develop strategies for improving their sleep to start each day feeling energized.
- 📺 ★ **SUICIDE PREVENTION:** Provides education on the warning signs of suicide, awareness to identify high risk situations and resources available for assistance.
- 📺 **TOBACCO USE AWARENESS:** Provides an interactive experience by engaging participants with hands-on material to increase education and awareness of lungs from smokers and nonsmokers. Tobacco use is the leading cause of preventable death in the U.S., and this booth will equip participants with the information they need to know about the risks of tobacco use and tips for quitting.
- 📺 **WEIGHT MANAGEMENT:** Encourages participants to take a healthier approach to managing their weight by providing information on body composition, creating a weight management plan and avoiding fitness fads. Participants will learn strategies for achieving a healthy weight and sustaining it for life.
- 📺 ★ **WELL-BEING TRIVIA:** Engages participants to think about their total well-being — career, emotional, financial, physical and social.

Participants are engaged with interactive games such as spinning the Well-Being Wheel, playing ‘Plinko’ in the Well-Being Plunge or practicing their best aim in the Well-Being Toss game. Participants are presented with trivia questions that align with a component of well-being. *Note: Interactive game selection based on availability.*

- 📺 **WOMEN’S HEALTH:** Empowers women to take control of their health by providing information on important lifestyle choices. Participants will learn about behavior changes they can make in order to live a long and healthy life.

Fitness Classes

*Fitness classes are available as an individual class or an 8-week class series. Participants should dress in workout-friendly attire. Participants are required to sign a waiver for all classes. **Individual classes 0.5 credits per hour, 8-week class series 4 credits (1 hour minimum, 30 person maximum per class)** Different credit minimums may apply for service agreements dated prior to January 1, 2016.*

ABS, CORE AND MORE: Utilizes participants’ body weight to strengthen their core muscles, including abdominals and lower back. *Note: Participants should bring a mat for this class.*

BOOT CAMP: Provides a total body workout by transitioning from one workout to the next. The workouts involve calisthenics such as push-ups, jumping jacks, crunches and other body weight exercises. *Note: This class is fairly intense.*

CARDIO (Light or Extreme): Cardio workouts burn calories and strengthen core muscles. By doing cardio workouts, participants can make total body improvements.

- ★ **CIZE:** This cardio dance fitness class is designed to teach you real choreographed dance workouts. But we break down the moves step-by-step, as you go, so you can learn them, repeat them until you’re comfortable, put a sequence together, then bust out a full routine to



songs from the CIZE playlist! You'll be completely amazed at how good you do and how good you feel!

COMBAT CARDIO/KICKBOXING: This class combines punching and kicking along with other exercises to keep you interested and motivated. It will aid in improved cardiovascular fitness, decreased stress levels, toning and fat burning. *Note: Participants should bring a mat for this class.*

★ **INSANITY:** This HIGH Intensity class allows you to work flat out in 3 to 5-minute blocks, and take breaks only long enough to gulp some air and get right back to work. It's called Max Interval Training, because it keeps your body working at maximum capacity through your entire workout. You keep pushing your limits – so your body has to adapt. *Note: This class is intense and not meant for beginners.*

INTRODUCTION TO PILATES: This class focuses on core muscle functions by using a variety of stretching and balancing exercises to help tone muscles, sculpt and strengthen and improve flexibility. *Note: Participants should bring a mat for this class.*

★ **MIXXEDFIT®:** This dance-inspired class is a mix of explosive dancing and boot camp toning. It is spiced up by adding boot camp-inspired exercises to make your workout more effective and challenging. Steps are repetitive and very easy to follow which means participants can naturally increase their level of intensity during their workouts.

PERSONAL TRAINING GROUP: The class allows participants to work closely with a professional trainer in a small group size. The trainer will create workouts for the group and monitor progress. The primary goal of this class is to become more comfortable and confident in any weight room environment.

★ **PiYo®:** PiYo combines the muscle-sculpting, core-firming benefits of Pilates with the strength and flexibility advantages of yoga. And, we crank up the speed to deliver a true fat-burning, low-impact workout that leaves your body looking long, lean, and incredibly defined. *Note: Participants should bring a mat for this class.*

RELAXATION AND MEDITATION: With gentle bending, twisting and coordinated breathing, learn to relieve tension and stress with this relaxation class. Emphasis is placed on easing physical discomfort and improving mental clarity. *Note: Participants should bring a mat for this class.*

★ **SCULPT AND TONE:** These exercises focus on adding definition to your physique with high reps and low weight. These exercises help improve your circulation, metabolism and caloric burn, further enhancing the shape and definition of your muscles. *Note: Participants should bring a mat for this class.*

📍 ★ **STRONG BY ZUMBA®:** This class combines body weight, muscle conditioning, cardio and plyometric training moves synced to original music that has been specifically designed to match every single move. Every squat, every lunge, every burpee is driven by the music, helping you make it to that last rep, and maybe even five more. In a one-hour class you will burn calories while toning arms, legs, abs and glutes.

YOGA: A mind-body experience that takes participants through a series of poses to experience the total well-being benefits of a yoga class – physical, emotional and spiritual. Engage participants from all fitness levels in an opportunity to relax and recharge. *Note: Participants should bring a mat for this class.*

📍 **ZUMBA:** An exciting, Latin-inspired workout that combines aerobic and fitness interval training into a dance fitness party. Tone and sculpt your body while boosting your energy. *Note: Not available in all areas.*

Online Challenges

*BHS' team- or individual-based online challenges help participants stay motivated while having fun. Each challenge has its own corresponding app and/or is built on a mobile-friendly platform. Challenge topics include healthy eating, physical activity, stress management, resilience and more. Daily reminders, fitness tips, healthy recipes and articles are also provided to keep participants active, engaged and on track. Talk to BHS about purchasing Fitbits® or pedometers as incentive items for your well-being challenge. **Call for pricing.***

- ❑ **10K-A-DAY:** Inspires participants to achieve an active lifestyle with a goal of 10,000 steps per day to improve energy, mood, sleep and other active lifestyle benefits. Available in 6-, 8- or 12-week formats.

COLORFUL CHOICES: Promotes eating colorful produce while engaging in some friendly competition by tracking fruit and vegetable servings and forming teams to compete for improved health. Available in 6-, 8- or 12-week formats.

FEEL LIKE A MILLION: Uses interactive game show themes to focus on daily rituals involving fitness, nutrition, balance and purpose to increase energy, enhance focus and improve resilience. Available in 6- or 12-week formats.

GET FIT ON ROUTE 66: Encourages participants to get active by using a virtual highway where each minute of exercise advances the participants one mile further down the road to improved fitness. Available in 6-, 8- or 12-week formats.

- ❑ **HEALTH FOR THE HOLIDAYS:** As participants log daily behaviors in *Health for the Holidays*, they'll build an engaging animated holiday scene — and sustainable habits to end the year with increased energy, enhanced resilience and stronger feelings of joy and hope. Available in 4- or 6-week formats.

- ❑ **HEALTH TRAILS:** Fully customizable challenge that provides vivid descriptions and images of trails across the world to engage participants in the well-being behaviors that are important to your organization – mindfulness, stress management, budgeting, nutrition, fitness and more. Available in 6-, 8- or 12-week formats.

- ❑ **KEEP AMERICA ACTIVE:** Takes participants on a virtual road trip to health by engaging in physical activity and two customizable health behaviors. Participants will visit the country's most amazing tourist hot spots as they engage in important well-being behaviors. Available in 6-, 8- or 12-week formats.

OLA ALA (MEANS “WELL-BEING PATH” IN HAWAIIAN): Takes participants on a journey to improved health by tracking their physical activity progress along a virtual trail through Hawaii's natural wonders. Available in 6-, 8- or 12-week formats.

- ❑ **RIGHT THIS WEIGH:** Participants travel along famous trails as they practice healthy habits. No special foods, meal plans or restrictions. Just easy-to-remember, everyday habits that produce consistent, long-term results. 12-week format.

SLAM DUNK WELLNESS: Attracts both men and women by promoting some friendly competition in the form of tournament basketball teams who compete by earning points for exercise and healthy eating categories. Available in 6-, 8- or 12-week formats.

- ❑ **SPRING INTO MOTION:** Lure participants into the fresh air and sunshine with this everything-is-new-again wellness campaign. They'll explore a variety of Spring Things including baby animals, beautiful blossoms, and seasonal destinations to name a few — all while experiencing the rejuvenating physical and mental health benefits outdoor activities have to offer. Available in 6- or 8-week formats.

❑ device integration

📍 limited on-site availability

★ NEW

□ **WALKTOBER:** Takes advantage of National Walking Month by motivating participants to make walking a priority in order to enjoy the cool temperatures and beautiful surroundings that October has to offer. *Available in 31-, 42- or 56-day formats.*

★ **YO HO HO:** This pirate themed challenge takes participants along an adventure as they build animated scenes with every health activity they log. Each week a new chapter unfolds. *Available in 6-, 8-, or 12-week day formats.*

Screening Booths

Educational tip sheet provided. Availability of Screening Booths are subject to change

📍 **BIOMETRIC SCREENING:** Includes glucose, total cholesterol, blood pressure and body composition measurements conducted by a BHS health professional. *Note: 15-minute increments. Appointments required. **Call for pricing - priced per person. (30 person minimum, credits do not apply)***

📍 **BLOOD PRESSURE SCREENING:** BHS professionals assess blood pressure and provide feedback about the status of your blood pressure, tips for controlling blood pressure and any recommended follow-up screenings. *Note: Not available in all areas. Minimum 5-10-minute increments. **0.5 credits per hour (2 hour minimum)***

📍 **BODY MASS INDEX (BMI) SCREENING:** Assesses your BMI using an Omron® Fat Loss Monitor. Once participants know their number, a BHS professional will provide information about the health risks associated with excess body fat and guidance for achieving a healthy BMI. *Note: Minimum 5-10-minute increments. **0.5 credits per hour (2 hour minimum)***

📍 **FACIAL SKIN ANALYSIS:** Reveals potential spots of sun damage to the face by looking through a facial skin analyzer and receiving information and educational materials from a BHS professional. *Note: This test does not detect skin cancer; it merely detects sun damage. Not available in all areas due to equipment availability. Minimum 5-10 minute increments. **0.5 credits per hour (2 hour minimum)***

📍 **FLU SHOTS:** Protect participants from the flu during the winter months by providing yearly seasonal flu vaccinations. According to the Centers for Disease Control and Prevention, a yearly flu shot is the single best way to prevent seasonal flu in the workplace. *Note: Minimum 5-10-minute increments. Appointments required. **Call for pricing - priced per person. (30 person minimum, credits do not apply)***

📍 **GLO GERM™ SCREENING:** Evaluates participants' hand-washing skills using an ultraviolet light to reveal the germs and bacteria invisible to the naked eye left on their hands. Participants will learn about proper hand-washing techniques and receive educational resources. *Note: Not available in all areas due to equipment availability. Minimum 5-10-minute increments. **0.5 credits per hour (2 hour minimum)***

📍 **HEARING SCREENING:** Helps identify previously undetected hearing problems by conducting individual screenings by trained hearing technicians. *Note: Not available in all areas. Minimum 5-10-minute increments. **Call for pricing - priced per person. (30 person minimum, credits do not apply)***

📍 **VISION SCREENING:** Provides participants with long-distance vision testing using an eye chart and educates them about vision issues. Does not detect issues within the eye. *Note: Not available in all areas. Minimum 5-15-minute increments. **1 credit per hour (2 hour minimum)***

Well-Being Bites and Demonstrations

Offers a variety of opportunities to engage participants in well-being activities. The “Bites on the Go” sessions are ideal for participants who are short on time and can drop by to learn about healthy treats on the go. Food demonstrations are designed to teach participants about the process of preparing healthy meals and snacks, with time for questions and discussion. Customer to provide table and access to outlets and water supply. Samples for up to 30 people, 1 hour minimum. Additional fees apply for food and supplies to support greater than 30 participants.

BITES ON THE GO: Provides participants with healthy “bites” and tips for healthy eating by offering samples of healthy snacks in an informal setting. Participants can “grab and go” or stick around to learn about what makes each “bite” so healthy. *Note: Items in this section are prepared prior to on-site demonstration. Customer to provide table.* **1.5 credits per hour**

Topics include:

- ★ • Breakfast
- ★ • Desserts
 - Granola
 - Smoothies
 - Trail Mix

COOKING DEMONSTRATIONS: Inspires participants to prepare nutritious meals at home by showing them how to create a simple and healthy three-course meal. Participants will learn about techniques for making their meals healthier and receive recipes to practice their new culinary skills in the comfort of their home. Themes include:

- Better on a Budget
- Fall Foodie
- Gluten-Free Goodness
- Heart Smart
- Spring Fling

- Summer Sensations
- Winter Wellness

The demonstration themes are designed to accommodate participants with a variety of nutrition preferences and backgrounds.

Note: Samples provided. Customer to provide table and access to outlets and water supply.

2 credits per hour

HYDRATION STATION: Educates participants about the benefits of healthy hydration without extra calories or artificial sweeteners. Themes include:

- Infused Water
- Homemade Sports Drink

Note: Customers to provide table. Two different flavors for each theme (4-ounce samples) provided.

1.5 credits per hour

SMOOTHIE DEMONSTRATIONS: Offers a “spin” on the typical meal by showing participants how to make quick and easy drinks that boost their nutrition and meet their daily recommendations for fruits and vegetables. They will learn about the health benefits of smoothies and receive recipes to take home. Themes include:

- Berry Blaster
- Breakfast Blends
- Green Goddess
- Superfoods

Smoothies can also be customized to fit your organization's needs. *Note: Additional fees may apply, depending on the size of the group attending. Customer to provide table and electrical outlet for provider. 2-ounce samples are provided.*

2 credits per hour

 device integration

 limited on-site availability

★ NEW

TRAIL MIX DEMONSTRATIONS: Teaches participants how to create their own healthy trail mix snack by learning how to combine the right portion of ingredients. Participants will learn how to make the perfect grab-and-go snack while maintaining portion control. Themes include:

- *Classic With a Twist*
- *Fruity Fixins*
- *Nut-Free*
- *Spectacular Seeds (fall/winter theme)*

Trail Mix can also be customized to fit your organization's needs. *Note: Customer to provide table. 1/4 cup samples provided.*

1.5 credits per hour

Well-Being Consultations

BHS provides a private on-site meeting where participants have a 20-minute one-on-one consultation with an expert on a variety of topics. Registration portals are highly recommended.

Appointments are required. Pre-consultation questionnaires may be used to facilitate efficient on-site consultations. Speak with your Event Coordinator about your options.

0.5 credits per hour (2 hour minimum)

EXERCISE AND FITNESS CONSULTATION:

When you schedule your health and fitness consultation, you can expect a real conversation with one of our professionals, to determine where you're starting from, what you want to accomplish. They will then work with you to establish a plan so you can start taking steps to achieve your goals.

 **FINANCIAL CONSULTATION:** We provide a variety of general financial planning and consulting services to individuals regarding the management of their financial resources based upon an analysis of the client's current situation, goals, and objectives. *Subject to availability. **Call for pricing.***

HEALTH COACH CONSULTATION: Looking for consultations on a variety of wellness topics? Try a Health Coach Consultation.

These personalized consultations, typically led by a Health Coach, focus on a variety of health-related topics such as nutrition, stress, sleep, fitness and more. Consult with a BHS Representative to discuss the type of consultation you are looking for so we can provide you with the best experience.

NUTRITION CONSULTATION: During your consultation, a professional will ask about your goals, objectives, and reasons for working with a consultant. We'll review your medical history, including any medications and supplements you're currently taking as well as get a sense of your stress levels, energy levels, exercise, dietary preferences, and cooking habits. From there, we'll work together to develop some initial pointers to help you start eating healthier.

WEIGHT LOSS CONSULTATION: A combination of the nutritional consultation and the exercise/fitness consultation, this consultation is designed to help evaluate and understand the cause or trigger of weight gain, work to address the root cause, offer supportive resources, and to assist the participant in both reducing and maintaining their ideal weight.



LEARNING AND DEVELOPMENT SOLUTIONS

BHS offers a comprehensive library of education and training solutions to further help your organization develop a highly engaged and skilled workforce. Our cost-effective training solutions include an array of employee health and wellness, personal and professional development and human resources topics. Trainings are facilitated either on-site or via live or recorded webinars in either 30-, 60-, 120- or 240-minute sessions as indicated below. Customized half-day and full-day workshops are also available upon request. BHS recommends a maximum of 30 participants per on-site training and maximum of 95 participants per webinar training is required by BHS for the best participant experience.

PowerPoint presentations are provided for all trainings. Registration is required.

Health and Wellness

1 credit per hour (1 hour minimum)

★ **60** BACK IN SHAPE — BALANCING DEMANDS:

View aches and pains as a health alert and a need to balance the demands of your life. Understand the fundamentals of back pain, implement exercises, evaluate treatment options and learn to effectively balance demands for healthier outcomes.

30 60 BOOSTING YOUR IMMUNE SYSTEM: Identifies the major components of the immune system and discusses the importance of supporting the immune system by eating healthy foods.

60 BRAIN HEALTH: Explores issues related to maintaining optimal brain health and functionality as well as techniques and strategies that participants can implement to support brain strength throughout their lives.

30 60 BREAST CANCER AWARENESS: Provides an introductory understanding of breast cancer, the path of diagnosis, risk factors and methods of detection.

★ **60** CHOLESTEROL — THE GOOD, THE BAD



AND THE STRATEGIES YOU NEED: Learn Strategies for raising “good” (HDL) cholesterol, techniques for lowering “bad” (LDL) cholesterol and receive healthy and delicious recipes that are simple to prepare. **1.5 credits per hour**

30 60 DETOXIFICATION: Addresses the reasons to detox (or cleanse), the nature of the process, various ways to detox and the basic detoxification process.

★ **60** DIABETES AND HEART HEALTH CONNECTION: Understanding the connection between diabetes and heart disease is the first step toward prevention. When you take steps to manage diabetes you are also taking care of your heart.

30 60 DIABETES AWARENESS: Explains the basics of diabetes, the causes of the disease and how people can manage the disease to promote healthy living.

30 30 min

60 60 min

limited on-site availability

webinar only

★ NEW

- 30 60 DINING OUT THE HEALTHY WAY: Explores how to resist temptation and how to make responsible, healthy choices when dining out.
- 30 60 DO DIET FOODS REALLY WORK?: Discusses the various aspects of reduced-calorie or diet foods and how these foods affect participants' health.
- 60 FIGHTING OFFICE ACHES AND PAINS: From stiff necks to sore wrists to throbbing backs, head-to-toe pain can result from sitting for hours in front of a computer. Musculoskeletal disorders are among the most common afflictions. This seminar focuses on understanding the basic function of the musculoskeletal system, risk factors and preventive measures.
- 30 60 FITNESS WITHOUT A GYM: Discusses how to create a fitness plan that works with both participants' availability and budget.
- 30 60 FITTING IN FITNESS: Assists participants in identifying how to make daily changes in their time commitments to reap positive fitness and health benefits. Participants also explore current behaviors for insight into how to build a successful fitness plan that sticks.
- 30 60 FUNDAMENTALS OF FLEXIBILITY: Addresses the importance of flexibility and demonstrates proper stretching techniques.
- ★ 60 GETTING FIT AT THE OFFICE: Research shows  that sitting at your desk all day can be as harmful to your heart as smoking a pack of cigarettes a day. This session explains the health hazards of being sedentary at work, and offers practical tips on how participants can stay physically active at the office. **1.5 credits per hour**
- 30 60 HEALTHY EATING AROUND THE HOLIDAYS: Explains the pitfalls of holiday eating and tips on making healthy choices without missing out on the festivities.
- 30 60 HEALTHY EATING ON A BUDGET: Explores how to eat a healthy, well-balanced diet while maintaining a budget.
- 30 60 HEALTHY HEARTS: Provides basic education about the risk factors and simple lifestyle changes needed to maintain a healthy heart for life.
- 30 60 MANAGING SUGAR CRAVINGS: Helps participants understand why they are constantly craving sweets and how they can gain control without using willpower or deprivation.
- 30 60 MASTER MEAL PLANNER (Part I): Discusses planning for healthy eating, the best way to incorporate healthy food into your diet and how to maintain a healthy attitude in the process.
- 30 60 MASTER MEAL PLANNER (Part II): Addresses the impact food choices have on how we feel while providing a detailed plan for healthy eating.
- 60 MEDITATION AND RELAXATION: Reviews the history of meditation, different relaxation techniques and the benefits of regular practice.
- 60 MEN'S HEALTH: Reviews men's health issues, preventive health practices and barriers specific to men accessing healthy services.
- ★ 60 MENTAL HEALTH AWARENESS AND SUICIDE PREVENTION: Educate participants on the prevalence of mental health issues, suicide awareness and prevention, and resources for assistance.
- 30 60 MIND-BODY CONNECTION: Reviews the connection between the mind and body and methods of using this relationship to improve individual wellness.
- 60 MOOD AND FOOD: Helps participants define, identify and develop skills to manage emotional eating.
- 60 NICOTINE ADDICTION: Reviews the causes of nicotine dependency, the health effects of nicotine and strategies to develop a successful quit plan.
- 30 60 NUTRITION 101: Heightens awareness about the importance of a balanced diet through proper nutrition.

- 60** **NUTRITION DURING PREGNANCY:** Reviews the elements of nutrition during pregnancy to help future mothers learn about important nutrients, healthy weight gain and where to practice caution.
- 60** **OVERCOMING YOUR PLATEAU:** Assists participants in finding ways to break their workout or weight loss plateaus.
- 30 60** **PROMOTING A HEALTHY LIFESTYLE:** Reviews the primary factors for balanced health while encouraging individuals to review what is healthy and unhealthy within their own lives.
- 30 60** **SKIN CANCER AWARENESS:** Provides an overview on the types of skin cancer, how to recognize skin cancer and how to take preventive measures to protect participants' skin.
- ★ **SLEEP DEPRIVATION — UNDERSTANDING AND IMPROVING SLEEP PATTERNS:**

30 60 Explores the causes and issues of sleep deprivation and helps participants implement a plan to get back on track.
- ★ **SLEEP HEALTH — LEARNING THE BENEFITS AND CHALLENGES TO EFFECTIVE SLEEP CARE:** Provides an opportunity for participants to learn more about the negative consequences of sleep loss, the positive benefits of getting the right amount of sleep and the small steps we can take to create healthier sleep habits.
- 30** **SODIUM AND YOUR DIET:** Reviews the differences between sodium and salt, where sodium may be hiding in foods and tips for making healthy changes to your diet.
- ★ **60** **SO YOU THINK YOU CAN CHILL — STRATEGIES FOR CREATING MINDFUL MOMENTS:** Mindfulness is all the rage these days, but not everyone has time to catch a meditation class after work. How can busy people tap into the benefits of this life-changing practice? This seminar will introduce mindfulness meditation techniques and offers practice strategies for meditating in the real world — at work and on the go. **1.5 credits per hour**
- 30 60** **STRESS MANAGEMENT:** Provides a comprehensive overview of the impact of stress and explores techniques to prevent unhealthy stress and find lasting solutions for enhancing healthy lifestyles.
- ★ **60** **THE POWER TABLE:** Learn how to look and feel your best with the power of plant-based, whole foods. We'll discuss some lesser known "all-star" super foods as well as strategies for effortlessly sneaking in more nutrients and getting the most out of each meal. We'll also share simple, delicious, and nutrient-packed recipes to power up any table! **1.5 credits per hour**
- 30 60** **'TIS THE SEASON TO BE STRESSED:** Assists participants in recognizing sources of holiday stress and tension. Once recognized, these stresses can be minimized through development of strategies to promote a joyful holiday season.
- 30 60** **VIRTUAL GROCERY STORE TOUR:** Helps participants learn how to easily navigate through the grocery store, effectively read food labels, try new foods and make healthier food choices.
- WEIGHT MANAGEMENT:** Assists participants in learning healthy approaches to weight loss and provides resources for making healthy lifestyle changes.
- ★ **60** **WELLNESS JEOPARDY:** Wellness is much more than eating well and exercising. This interactive session is designed to cover categories across the wellness spectrum. You can test your knowledge while setting goals to positively influence your health. *Note: Available on-site or in-person only.* **2.5 credits per hour**
- 30 60** **WELLNESS WALKING:** Reviews the benefits of walking, proper techniques and tips to help incorporate walking into participants' daily lives.
- 30 60** **WOMEN'S HEALTH:** Examines and reviews women's health issues as well as preventive health practices.



Human Resources and Productivity

1 credit per hour (1 hour minimum), unless noted.

- 60 BASIC DE-ESCALATION: Provides basic de-escalation information to promote a safe, healthy and productive work environment. Participants will gain a greater understanding of escalation and de-escalation in the workplace and tips to prepare them before, during and after an escalation event. *Consult with our Organizational Development team about providing a more advanced training by customizing it to meet your industry/organizational needs.*
- ★60 BEST PRACTICES FOR MEETING NOTE TAKING: A critical skill that is seldom formally learned is effective note taking in meetings. This session will address best practices and tools for organizing meeting notes to effectively communicate takeaways and action planning.
- 60 BUILDING A RESPECTFUL WORKPLACE: Reviews the importance of respect in the workplace as well as the skills necessary to foster a comfortable and professional environment.
- 30 60 BUILDING MOTIVATION AND MORALE IN THE WORKPLACE: Explores issues related to morale and motivation in the workplace, discusses ways to promote these concepts and determines what managers can do to help both themselves and their employees.
- 30 60 COPING WITH STRESS AT WORK FOR EMPLOYEES: Helps participants recognize stress in the workplace, understand warning signs and health risks of workplace stress, prevent unhealthy stress from developing and identify lasting solutions for a healthy lifestyle.
- 60 COPING WITH STRESS AT WORK FOR SUPERVISORS: Helps managers understand the warning signs and health risks of workplace stress, prevent unhealthy stress from developing and identify lasting solutions for a healthy workforce.

- 120 DEPARTMENT OF TRANSPORTATION (DOT) DRUG AND ALCOHOL REASONABLE SUSPICION TRAINING FOR SUPERVISORS: Supervisors receive 60 minutes of training on alcohol misuse and an additional 60 minutes of training on controlled substances use. The training is used by the supervisors to determine whether reasonable suspicion exists to require a safety-sensitive employee to undergo testing. The training includes the physical, behavioral, speech and performance indicators of probable alcohol misuse and use of controlled substances. This training can be customized for all modes of transportation. *NOTE: Consultation required prior to scheduling. BHS review of company substance abuse policies required.*

2 credits per hour (2 hour minimum)

- 60 DEPARTMENT OF TRANSPORTATION (DOT) DRUG AND ALCOHOL TRAINING FOR EMPLOYEES: Employees are trained on the physical, behavioral, speech and performance indicators of probable alcohol misuse and use of controlled substances. The training also provides sufficient information about the safety-sensitive functions performed by those employees to make clear what is required to be in compliance with this part, including, but not limited to, the circumstances under which an employee will be tested for alcohol and/or controlled substances. This training can be customized for all modes of transportation. *NOTE: Consultation required prior to scheduling. BHS review of company substance abuse policies required.*
- 60 DRUG-FREE WORKPLACE TRAINING FOR EMPLOYEES: A comprehensive understanding of how to implement and maintain a drug-free workplace requires knowledge of addiction, knowing specific signs and symptoms and having resources for treatment. This seminar provides a basic understanding of drugs and appropriate workplace interventions. *NOTE: Consultation required prior to scheduling. BHS review of company substance abuse policies required.*

- 120 DRUG-FREE WORKPLACE TRAINING FOR SUPERVISORS:** A comprehensive understanding of how to implement and maintain a drug-free workplace requires knowledge of addiction, knowing specific signs and symptoms and having resources for treatment. This seminar provides a basic understanding of drugs, their symptoms, impact on the workplace and appropriate workplace interventions. *NOTE: Consultation required prior to scheduling. BHS review of company substance abuse policies required.*
(2 hour minimum)
- ★ **60 EFFECTIVE COMMUNICATION — ADOPTING AN ASSERTIVE APPROACH:** Practice and adopt assertiveness techniques to enhance skills and communicate more confidently.
- 60 EMPLOYEE ENGAGEMENT MATTERS:** Designed to increase employee engagement by challenging participants to think differently about their roles and offering strategies to renew their sense of passion, motivation, commitment and value.
- 30 EMPLOYEE WELL-BEING:** Helps employees recognize ways to improve their well-being at work by focusing on the career pillar of well-being and reviewing ways to improve their emotional, financial, physical and social well-being in the workplace.
- ★ **60 FIVE GENERATIONS IN ONE WORKPLACE:**
 Traditionalists, Baby Boomers, Gen X, Millennials, Gen Z... all with different work styles and expectations! This training focuses on ways to better understand each generation and learn how to maximize the fabulous advantages of these generations working in tandem.
1.5 credits per hour
- 60 INSPIRING OTHERS — BUILDING A POSITIVE WORK CULTURE:** Focuses on empowering all employees to embrace an individual leadership role to contribute to a positive and healthy workplace culture.
- 60 MANAGING CHANGE IN THE WORKPLACE:** Whether your organization is experiencing big or small changes, coping with change at work can be difficult. This seminar introduces a structured approach for ensuring that changes are thoroughly and smoothly implemented and that the lasting benefits of change are achieved.
- 60 MANAGING CONFLICT IN THE WORKPLACE:** Assists participants in finding effective strategies to manage conflict and promote respect in the workplace.
- 60 MANAGING DIFFICULT DISCUSSIONS IN THE WORKPLACE:** Explores how to have a conversation with employees about difficult workplace issues and how a supervisor can talk to an employee to help promote change.
- 60 MANAGING DIVERSITY IN THE WORKPLACE:** Explores issues specific to understanding diversity and reviews ways to promote acceptance of diversity in the workplace.
- 60 PREVENTING SEXUAL HARASSMENT IN THE WORKPLACE:** Provides participants with necessary knowledge to prevent sexual harassment in the workplace in addition to understanding specific workplace policies pertaining to sexual harassment.
- 60 PREVENTING VIOLENCE IN THE WORKPLACE A GUIDE FOR MANAGERS AND EMPLOYEES:** Provides an overview of workplace violence and prevention programs to help participants, especially managers, understand why violence occurs and what can be done to keep the workplace safe.

-  30 min
-  60 min
-  120 min
-  webinar only
- ★ **NEW**

60 PROVIDING EXCELLENT CUSTOMER SERVICE: Explores issues related to customer service, including six key customer service skills and what participants can do to improve their customer service repertoire.

60 RECHARGE FOR A MORE PRODUCTIVE YOU: Helps participants begin thinking a little differently about the term “productivity” and the strategies that can be put into practice to recharge, creating a healthier and more productive employee.

60 RUNNING AN EFFECTIVE MEETING: Helps participants understand the basics of effective meetings, including what makes a meeting ineffective and how to participate and contribute in purposeful meetings.

60 SUPERVISOR TOOLKIT: Provides an overview of key skills that are necessary for a supervisor to manage, teach and lead.

Personal Development and Training *1 credit per hour (1 hour minimum)*

★ 60 BULLYING AT WORK: This seminar will enable  employees to identify and respond to workplace intimidation and learn how to spot bullying behaviors. Learn how to take action and fight bullying by learning the strategies for responses to bullying, how to protect yourself from bullying, what steps to take if bullying does not stop and the emotional impact of bullying and available resources. *1.5 credits per hour*

60 CAREGIVER SUPPORT: Helps caregivers learn how to prepare for caregiving as well as how to care for themselves.

30 60 CREATING WORK-LIFE BALANCE: Investigates individual challenges with work-life balance and develops effective strategies to reduce the tensions of coping with conflicting demands.

60 EFFECTIVE COMMUNICATION: HEALTHY HABITS FOR WELL-BEING: Raises awareness around the value of practicing effective communication skills and the corresponding benefits such as lower stress levels, enhanced trust and productivity, better relationships as well as increased creativity and engagement.

60 FINANCIAL PLANNING 101: Explores issues related to basic financial planning, helps participants understand key terms associated with financial management and raises questions that help participants improve personal financial status.

30 60 FINDING HAPPINESS IN A BUSY WORLD: Discusses the meaning of happiness and well-being and things participants can do on a daily, weekly and monthly basis to build happiness.

30 60 HABITS ARE HARD TO BREAK (Part I): Habits — good or bad — make individuals who they are. The key is learning how to control or change them, if necessary. This seminar will promote a greater understanding of how habits impact our lives and why bad habits are so difficult to break.

30 60 HABITS ARE HARD TO BREAK (Part II): Once bad habits are identified and the stages of change are understood, the true work begins. This seminar will promote a greater understanding of how to create new habits and ensure that these habits are maintained.

★ 60 INVESTING 101: This webinar helps participants  understand what investing is, what it means and how the “miracle” of compounding works. It will also cover some of the building blocks of investing and provide some insights into techniques with the goal of helping the participant think about which investing strategies are right for them. *1.5 credits per hour*

★ 60 MASTER YOUR SPENDING: This interactive  session teaches participants to master the emotional side of money and regain their financial dignity. *1.5 credits per hour*

- 60 ORGANIZING YOUR SPACE: Addresses the reasons for clutter and disorganization, the benefits of organization and tips on how to organize participants' personal time, home life, office area and finances.
- 60 PLANNING YOUR CHILD'S SUMMER: School's out for the summer, now what? This seminar will discuss some ideas on how to plan a productive and fun summer that includes learning enrichment activities to help avoid learning loss and physical fitness activities to support a healthy lifestyle.
- 60 PREVENTING BURNOUT: Reviews the concept of burnout and promotes awareness so that participants can take action as soon as signals are evident.
- 60 THE SANDWICH GENERATION: Helps caregivers address the challenges and emotional effects of caregiving while reviewing coping skills and strategies to manage care to multiple generations.
- ★ 60 THE STRUGGLE IS REAL — STRATEGIES FOR TIME MANAGEMENT. This seminar will discuss realistic strategies for more effective time management. Review topics such as managing email clutter, the roots of procrastination and keeping yourself motivated.
1.5 credits per hour

Recorded and Prerecorded Webinars

Webinars deliver engaging and compelling learning experiences to your employees — from the comfort of their home or office. Webinars feature multiple interactive options, including polls and surveys, and offer recording capabilities to reach audiences who may not have been able to attend the live event. Pre-recorded training services are also available to further customize your employees' learning experience. Recorded webinars can be hosted on the BHS client portal or hosted and tracked using our learning management system (LMS).

Tobacco Cessation

4-, 6-, or 8-week 1-hour class series are available.

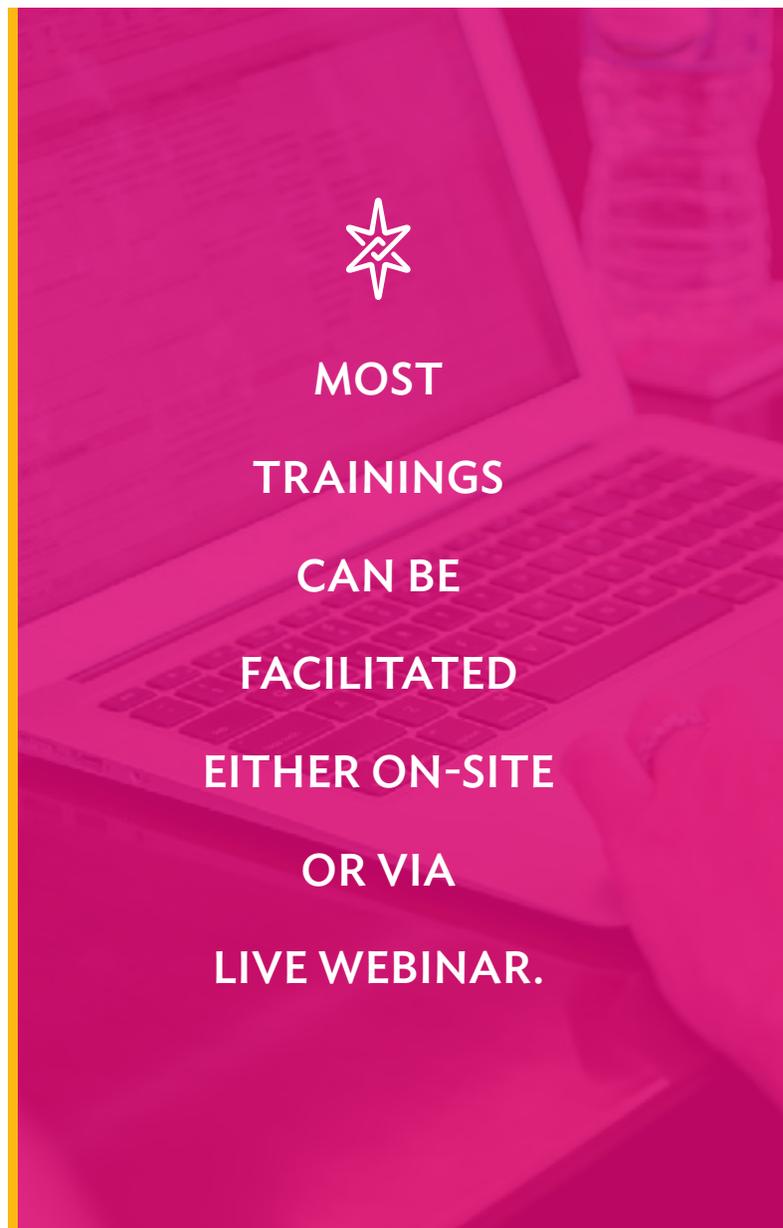
TOBACCO CESSATION: This seminar provides insight into the reasons why people use tobacco and briefly introduce methods of cessation. Up to one year of coaching may be added to either series for participants who complete the course.

4-week series: 4 credits

6-week series: 5 credits

8-week series: 7 credits

- 30 30 min
- 60 60 min
- webinar only
- ★ NEW



30

30-MINUTE COACH CHATS

BHS' 30-Minute Coach Chat sessions are led by subject matter experts.

These are group discussions designed to inform participants and help them both enhance their overall well-being and promote positive behavior change.

These interactive discussions will conclude with tangible takeaways including tip sheets, flyers and/or informative handouts. BHS highly recommends 10 to 15 participants per chat for the best participant experience.

Chat Topics

Purchased in 1-hour blocks and facilitated in 30-minute sessions. Chats purchased in 1-hour blocks must be of similar topic. Worksheet and/or tip sheet provided. Coach Chats do not include a PowerPoint® presentation.

1 credit per hour (1 hour minimum)

BEING SUCCESSFUL WITH DIFFICULT CONVERSATIONS IN THE WORKPLACE:

Focuses on difficult conversations in the workplace between supervisors and employees. Participants will learn about steps they can take to help navigate difficult conversations and maintain successful working relationships with their staff.

BREAKING BAD HABITS, UNDERSTANDING THE STAGES OF POSITIVE BEHAVIOR CHANGE:

Introduces participants to the stages of change (i.e., precontemplation, contemplation, preparation, action and maintenance) and provides strategies for breaking bad habits, promoting positive behavior change and helping participants reach both their personal and professional goals.

BUILDING A RESPECTFUL WORKPLACE AND THE USE OF COMMON COURTESIES:

Reviews the importance of respect in the workplace and helps develop the skills necessary

to foster a comfortable and professional work environment.

BUILDING RESILIENCY IN THE WORKPLACE:

Introduces issues related to resiliency, what elements contribute to a high level of resiliency and what participants can do to improve individual resilience.

CHALLENGING NEGATIVE THINKING:

Educates participants on how emotions, mood and behavior are affected by negative thoughts. Participants will learn strategies to replace negative thoughts with positive ones.

CONTROL BREATHING...CONTROL STRESS:

Focuses on how to use control breathing techniques to lower stress and anxiety and boost positive mood.

CREATING A WORK-LIFE BALANCE:

Identifies daily challenges while developing effective strategies to balance ongoing demands and successfully create a work-life balance.

DAILY LIVING TIPS TO IMPROVE

WELL-BEING: Teaches participants about the principles of well-being and strategies on increasing well-being to create a healthier and more cohesive workplace.

DESKERCISE: Creates opportunities for participants to improve their posture and comfort in the office while learning about simple exercises that can be completed at their desk during their workday.

DIGITAL DETOX: Encourages participants to break free from technology in order to refocus and reduce stress. Participants will learn about ways to monitor their screen time and engage in other healthy activities.

DO'S AND DON'TS FOR BUILDING SELF-ESTEEM: Provides participants with tools to aid in increasing positivity, self-esteem and self-reflection for overall positive well-being and personal success.

EAT THIS, NOT THAT: Participants will discuss simple healthy food substitutions they can make in their diet that will make a big difference in their overall health and nutrition.

EFFECTIVE ANGER MANAGEMENT

TECHNIQUES: Provides anger management techniques and strategies that can help participants control their anger and express emotions appropriately and constructively to actively build better relationships, achieve goals and lead a healthier, more satisfying life.

EFFECTIVE COMMUNICATION: Reviews the dos and don'ts of communicating effectively and provides strategies for email and interpersonal communication.

EMOTIONAL ASPECTS OF RETIREMENT: Helps participants prepare for the emotional factors that accompany retirement by reviewing phases of retirement and tips for entering this new stage of life.

EXERCISES FOR BUILDING HAPPINESS:

Provides exercises for building and sustaining happiness beyond the temporary boosts from positive external factors such as increased finances, career advancement or new love interests. Participants will learn to use positive thinking and to practice gratitude and meditation to promote long-term happiness.

EXPLORING VALUES AND THE ROLES THEY

PLAY IN YOUR LIFE: Identifies, defines and explores personal values in greater detail and discusses strategies for understanding values and using them as a guide to make the best choice in any situation.

HEALTHY WAYS TO COPE WITH SHOCK

AND GRIEF: Reviews the grieving process and provides tips for healthy coping skills.

IMPROVING MORALE — TIPS FOR

MANAGERS AND SUPERVISORS: Explores issues related to morale and motivation in the workplace. Participants will learn about motivational techniques to help improve morale for the employees in their organization.

INCREASING POSITIVE ASSERTIVE

BEHAVIOR: Highlights do's and don'ts of increasing positive assertive behavior while providing helpful strategies to encourage increased positive assertiveness in day-to-day interactions.

MINDFUL EATING: Introduces participants to the concept of mindful eating and provides tips for making mealtime a mindful experience.

MINDFUL MOVEMENT: Teaches different types of mindful movements and ways to make mindfulness part of participants' daily routine.

MINDFULNESS PRACTICES FOR

BEGINNERS: Introduces the concept of mindfulness, engages participants in mindfulness exercises and reviews mindfulness techniques to stay energized and present both in and out of the office.



**COACH CHATS
ARE INTERACTIVE
DISCUSSIONS
DESIGNED TO HELP
PARTICIPANTS
ENHANCE
THEIR OVERALL
WELL-BEING
AND PROMOTE
BEHAVIOR CHANGE.**

MONEY MANAGEMENT STYLES: Participants will discover their money management habits and engage in conversations about how to manage their finances.

OVERCOMING A PLATEAU: Discusses weight loss plateaus and realistic strategies for pushing past plateaus in order to reach participants' healthy lifestyle goals.

PACKING HEALTHY LUNCHESES: Provides quick solutions for a healthy lunch and works with participants to overcome barriers to eating healthy on the go.

PACKING HEALTHY LUNCHESES FOR KIDS: Provides tips for helping parents prepare healthy lunches for their children by reviewing components of a healthy lunch and some tips for planning ahead.

PRACTICING GRATITUDE: Discusses the benefits of practicing gratitude and provides tips for showing appreciation for yourself and others.

PREPARING FOR COLLEGE: Provides tips for parents who are preparing to send their children to college. Participants will learn about strategies for managing emotions and having difficult conversations during this transition.

PREVENTING CHILDHOOD BULLYING: Reviews bullying and its risk factors and examines prevention strategies. Participants will learn how to help their children stand up to bullies.

RESOLVING CONFLICT IN THE WORKPLACE: Assists participants in finding effective strategies to both manage and resolve conflict while promoting respectful behavior in the workplace.

★ **STEPS TO STRENGTHEN YOUR RELATIONSHIP:** Provides guidance around the importance of understanding and communicating needs in building strong relationships.

STRATEGIES FOR STAYING MOTIVATED:

Reviews tips for helping participants stay motivated to achieve their goals. Participants will discover which motivation strategies work best for their personal goals and lifestyle.

STRESSBUSTERS: Reviews common reactions to stress. Participants will learn about breathing exercises and other stress management techniques to reduce stress and to improve relaxation throughout the day.

STRETCHING THE FAMILY BUDGET: Teaches participants about creating a budget and provides strategies for eating healthy, having fun and shopping on a budget.

SUCCESSFUL SINGLE PARENTING:

Participants will review strategies for managing stress, successful parenting and connecting with their children. This discussion is focused on helping single parents learn about ways to raising happy and healthy families.

TALKING TO CHILDREN ABOUT

TRAUMATIC EVENTS: Reviews common reactions to trauma and tips for talking to children of all ages about traumatic events.

TECHNIQUES FOR COPING WITH DIFFICULT PEOPLE IN THE WORKPLACE:

Examines characteristics that make people difficult to work with and identifies basic coping skills and methods to assist in interacting with those who have difficult personalities. Participants will learn strategies for communicating effectively with difficult people to resolve conflicts in the workplace.

TECHNIQUES FOR MANAGING

WORKPLACE STRESS: Helps participants understand the warning signs and health risks of workplace stress and identifies strategies that can be used to reduce workplace stress and increase happiness.

TIPS FOR GOAL SETTING: Participants will learn about the importance of setting both personal and professional goals that are specific, measurable, attainable, relevant and timely (SMART goals). Participants will be provided tools and tips on how to set and achieve measurable goals. They will also identify positive goal-setting behaviors and strategize how to overcome any barriers.

WHAT IS MINDFULNESS?: Introduces the concept of mindfulness, mindfulness-based stress reduction and mindful self-compassion to participants and provides them with some basic mindfulness practices to use at work and home.

WHEN TEENS LEARN TO DRIVE: Reviews tips for parents of new drivers to help their children drive safely and responsibly.

Chat Series

Chat Series are a set of packaged Coach Chats that focus on educating participants on a variety of topics. They are designed to expose participants to different components of each topic to give them a more in-depth education. Chat Series can be purchased as a group or each individual chat can be purchased as a stand-alone service.

ACHIEVING YOUR GOALS (4-week): Helps participants set meaningful goals and create a plan for finding success. **2 credits**

- Week 1: BREAKING BAD HABITS, UNDERSTANDING THE STAGES OF POSITIVE BEHAVIOR CHANGE
- Week 2: TIPS FOR GOAL SETTING
- Week 3: CHALLENGING NEGATIVE THINKING
- Week 4: STRATEGIES FOR STAYING MOTIVATED



MINDFULNESS 101 (4-week): Educates participants about mindfulness—living in the moment. After a general mindfulness introduction, each week will focus on a different component of mindfulness. **2 credits**

- Week 1: WHAT IS MINDFULNESS?
- Week 2: MINDFUL EATING
- Week 3: MINDFUL MOVEMENT
- Week 4: PRACTICING GRATITUDE

PARENTING (8-week): Assists parents in handling some of life's biggest moments and includes day-to-day tips for raising happy and healthy children. **4 credits**

- Week 1: PREPARING FOR COLLEGE
- Week 2: PACKING HEALTHY LUNCHES FOR KIDS
- Week 3: DIGITAL DETOX
- Week 4: SUCCESSFUL SINGLE PARENTING
- Week 5: PREVENTING CHILDHOOD BULLYING
- Week 6: STRETCHING THE FAMILY BUDGET
- Week 7: TALKING TO CHILDREN ABOUT TRAUMATIC EVENTS
- Week 8: WHEN TEENS LEARN TO DRIVE

WORKPLACE COMMUNICATION (4-week): Covers important communication cues that employees can apply in the workplace. Participants will learn how to effectively communicate and manage conflict. **2 credits**

- Week 1: EFFECTIVE COMMUNICATION
- Week 2: BEING SUCCESSFUL WITH DIFFICULT CONVERSATIONS IN THE WORKPLACE
- Week 3: RESOLVING CONFLICT IN THE WORKPLACE
- Week 4: INCREASING POSITIVE ASSERTIVE BEHAVIOR

1-Hour Chat Series

SIX WEEKS TO A HEALTHIER YOU: Focuses on adopting a healthier lifestyle by setting realistic and achievable goals and addressing multiple aspects of well-being. Participants will receive weekly activity booklets to help them focus on important well-being topics. **3 credits**

- Week 1: GOAL SETTING
- Week 2: NUTRITION 101
- Week 3: FITTING IN FITNESS
- Week 4: CREATING A SUPPORTIVE ENVIRONMENT
- Week 5: HEALTHY HYDRATION
- Week 6: A HEALTHY MIND AND BODY



ONLINE LEARNING SOLUTIONS

BHS' Online Learning Solutions offer flexible, easy-to-use and customizable online learning platforms that enable you to deliver standardized, relevant and engaging course content to all of your employees anytime, anywhere.

Select the training platform that's right for you:

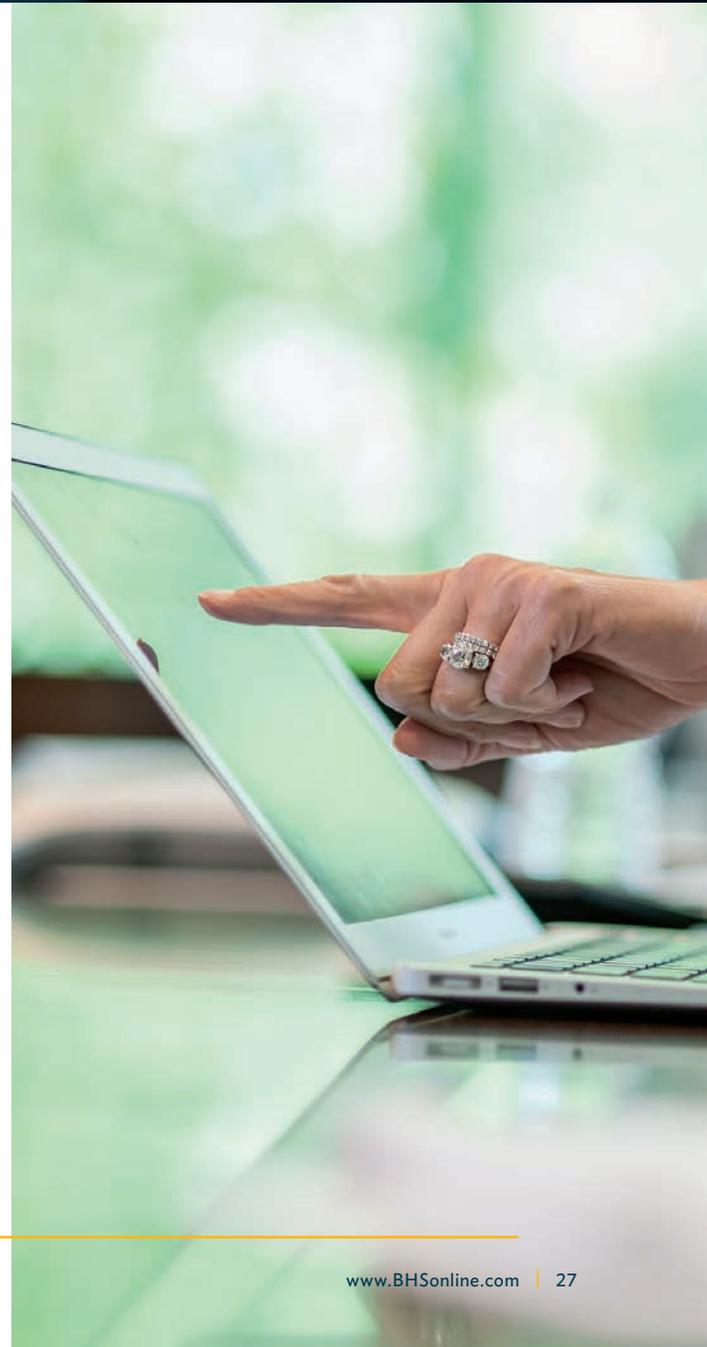
Custom Online Courses

Call for pricing.

Developing custom online courses allows organizations to address a specific need with highly focused content. We work closely with you to develop and implement learning solutions that are aligned with your organization's culture and desired goals. The end result is an engaging online training program that stimulates learning, delivers and tracks innovative activities and makes learning fun.

Learning Library *Call for pricing.*

Employees can choose from 60 available course topics that focus on personal growth, professional development, human resources and productivity. Users determine what learning they need, when they need it and what courses can be assigned and tracked to support performance development programs. Each course takes approximately 45–60 minutes to complete, can be taken an unlimited number of times and concludes with a personalized completion certificate.





ORGANIZATIONAL DEVELOPMENT (OD) SOLUTIONS

Our OD professionals apply collaborative strategies to increase all aspects of your organization's effectiveness. Through a range of programs, BHS develops customized training programs, facilitates implementation of appropriate management initiatives and reviews current development programs to ensure adherence to your strategic goals.

Management Training Program *Call for pricing.*

This unique, interactive program is designed to provide existing, new and aspiring managers with the essential skills required to manage employees with successful outcomes. It is designed around the concepts of skill building and applicability. After each session participants are encouraged to apply the skills to their role to enhance areas such as engagement, team cohesion, empowerment, productivity and management competencies through self-reflection, peer collaboration and commitment. This program includes the following five consecutive modules:

- MOD 1: WHAT MANAGERS DO
- MOD 2: COMMUNICATE LIKE A LEADER
- MOD 3: MANAGING PRODUCTIVITY
- MOD 4: COACHING AND MENTORING EMPLOYEES
- MOD 5: MY INFLUENCE

Note: Class size is between eight and 20 participants. BHS requires a minimum of four weeks advance notice for scheduling purposes.

Organizational Development Packages *Call for pricing.*

BHS provides two options to customize trainings and seminars proven to support business goals.

Option 1: Take an existing training to the next level and adapt the training to meet your organization's needs.

Option 2: Start from scratch and create a brand new and innovative training for your organization.

We recommend a telephonic consultation to discuss your goals, needs and to ensure you are maximizing the training. Trainings are typically delivered on-site and, in some cases, can be delivered via webinar.

Customized Packages

CUSTOMER SERVICE: INCLUSIVE DIALOGUE: Providing optimal customer service is typically a cornerstone of any business. Through this 1.5 hour session, participants will learn to evaluate bias, create tools to become more mindful around customer (internal and external) interactions and support an open culture through the customer service lens.

4 credits

STRESS MANAGEMENT (3 *interactive discussions*): These unique stress management sessions are designed for participants to learn to reflect, decompress, ask questions and learn specific stress management strategies. Trainings can be offered in 30 or 60 minutes. Sessions can be offered in one day or once a week as a series.

5 credits

Session 1: HYDRATE TO DE-STRESS

Session 2: TOP 3 STRESS RELIEVERS YOU CAN IMPLEMENT TODAY

Session 3: REALISTIC STRESS STRATEGIES

TEAM BUILDING — WHAT FLAVOR ARE YOU?: Are you looking for a fun and engaging way to get to create greater understanding and cohesion among teams? This team building activity is designed to provide insights into the varying personality styles we work with on a daily basis. Participants will get to know team members in a fun and relaxed environment while walking away with new insights, a few "aha" moments and a common language to use and reflect upon to improve communication, strengthen relationships and enhance trust. *Note: Maximum of 30 participants. 6 credits*

Team Development *Call for pricing.*

CHANGE MANAGEMENT: Change in the workplace, whether small or large, can create unrest, anxiety and concerns that can impact perceptions, morale and productivity. BHS consults with key stakeholders to create effective plans that support, educate and assist employees, managers and leaders through the transition with a focus on the end goals.

CORPORATE CULTURE: Corporate culture typically refers to an organization's values, beliefs or behaviors. Culture influences the way we think, what we do, how we work and what is acceptable in the company environment. BHS

can collaborate with leadership teams to assist in culture assessment, change, strategic planning or development through key cultural drivers.

EFFECTIVE COMMUNICATION: BHS promotes a healthy work environment through the necessary skill of effective communication. BHS coaches individuals and teams on how to flex communication styles while adapting solution-oriented strategies for optimal results, resulting in a healthy workforce.

EMPLOYEE ENGAGEMENT: Employee engagement is a powerful contributor to every business for long-term success. Balancing what employees give to an organization and what they get in return is fundamental to sustaining the extra efforts that come with an engaged workforce. BHS offers organizational consultation and training on engagement drivers as well as critical derailleurs while assisting teams with creative planning efforts to develop strategies for boosting engagement.

EXECUTIVE, LEADERSHIP AND MANAGEMENT COACHING: Coaching is an opportunity to engage with a neutral, experienced consultant who can offer new perspectives with a focus on skill enhancement, behavioral insight and expanded performance results. Working with all leadership levels, BHS strives to create a confidential and confident coaching environment that helps focus energies on strengths, vision and commitment to end goals.

LEADERSHIP DEVELOPMENT: Create a more aligned and cohesive leadership team. BHS will consult with your organization to understand the companies' organizational needs and create a robust program that helps participants drive their own career development.

RETREAT DEVELOPMENT AND

FACILITATION: Retreats provide value from a variety of levels, including overall communication, strategic planning, business positioning, team building and development opportunities. Having an outside facilitator allows each participant to fully engage, unleash creativity and assist with blind spots as well as track action planning. BHS consults, designs and facilitates retreats while putting emphasis on supporting key goals and desired outcomes.

SUPERVISORY DEVELOPMENT: There are fundamental skills that are critical for any supervisor to master to be successful in his or her role. Many supervisors are promoted or hired without the proper ongoing support and training in areas such as effective communication, performance management, employee engagement, performance coaching, conflict management and more. BHS creates unique programs, utilizing an array of tools and interactive sessions, designed to develop or enhance the skills of current and potential supervisors.

TEAM BUILDING: Building effective, focused teams is vital to an organization's success. By setting a strong foundation built on empowerment, accountability, effective communication and recognition, BHS offers customized programs that target each group's needs and existing strengths to create sustainable results that boost team performance.

WORK-LIFE BALANCE: Balancing work and personal demands are a reality for many employees. Creating time, energy and balance to be the best they can be in both environments is not easy. Developing an array of programs that offer strategies in this area is a just a consultation away.

Understanding Organizational Culture *Call for pricing.*

CLIMATE SURVEYS: Committed and engaged employees result in a productive and successful organization. BHS works closely with organizations to develop customized employee climate surveys that extract hidden employee perceptions. An action plan is then developed to foster a healthy morale within your organization.

CONFLICT RESOLUTION: Unresolved conflict can create significant damage within an organization, from diverted supervisory time to low morale, turnover and loss of revenue. To help combat this, BHS offers conflict management solutions and a variety of tools to collaboratively and creatively resolve these workplace challenges.

DIVERSITY AND MULTICULTURALISM: Respect is an ongoing behavioral pattern that promotes increased awareness and acceptance of differences in individuals' beliefs, styles and backgrounds, as well as their physical, ancestral, geographic or socioeconomic makeup. This training explores issues specific to understanding diversity and reviews ways to promote an acceptance of diversity in the workplace.

EXIT INTERVIEWS: Exit interviews conducted by a neutral third party provide a unique opportunity for voluntary terminations to offer candid feedback on the overall work-related experience. BHS can create a seamless exit interview process that gathers data and offers thematic feedback to senior leadership that can be used as a solid instrument for strategic planning.



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CONSULTATION AND COMPLIANCE SOLUTIONS

BHS' consultation and compliance solutions help your people overcome obstacles, stay focused and achieve success. We can work with your organization to develop a crisis management plan, provide on-site critical incident support or establish a support structure for employees in the event of downsizing or relocation. By delivering effective consultation and compliance solutions, we empower and support your employees while helping them achieve optimal health, well-being and productivity.

Critical Incident Stress Management (CISM) 2 credits per hour

BHS provides experienced, intense and high profile crisis support in response to major events including terrorist attacks, natural disasters and epidemics as well as isolated incidents of workplace violence, company downsizing, death of a co-worker and other traumatic incidents that could negatively impact company culture. With these CISM hours, BHS provides the following services:

- Ongoing consultation and planning for critical incidents in the workplace
- Management consultation for specific incidents of trauma or workplace violence
- Provision of emergency on-site defusing and debriefing services
- Capability for command support and services, such as emergency telephone hotlines
- Ongoing individual counseling for affected personnel as well as spouse and family support

- Follow-up and team recovery services as an integral aspect of all CISM responding
- Post-incident analysis

Health Fair Management *Call for pricing.*

BHS regularly manages thousands of health fairs and health-related events throughout the U.S. We are excited to work with you to consult, develop, design and implement successful events resulting in maximum employee engagement while increasing health awareness throughout your organization. Assistance with any of the following is available.

- Consultation surrounding health fair vendors and activities
- Vendor recruitment, screening and scheduling
- Logo, slogan, tag line or health fair theme development and design
- Development of print ready promotional material including banners

- Guidance on the layout and arrangement of vendor booths, registration desks, exhibits, food and beverages and other health fair stations

Reduction in Force (RIF) Support *Call for pricing.*

BHS understands a workforce reduction can cause significant stress on displaced employees and their household members as well as the remaining employees and managers. BHS is committed to providing supportive services to aid individuals affected by a workforce reduction. Comprehensive, strategic and easy to implement, a BHS RIF support solution empowers displaced employees to regain focus and achieve success. While supporting continued organizational health, the remaining workforce will be productive and set up for success.

Substance Abuse Professional (SAP) Services *Call for pricing.*

CFR 49, Part 40 compliant SAP evaluation and case management services are delivered by qualified SAPs. Cases include:

- List of qualified SAPs provided to the participant on behalf of the employer
- Dedicated case management to guide the Dedicated Employer Representative (DER) and participant throughout entire SAP process
- Initial and follow-up SAP evaluations
- Customized referral letter, violation letter and rehabilitation agreement
- Continual treatment monitoring and compliance reporting
- Aftercare and follow-up testing recommendations
- Paper trail documentation consisting of all contacts with the participant, SAP, treatment/education center(s), test site(s), supervisor and the DER

Wellness Committee Support *Call for pricing.*

At BHS, we are in the business of bettering lives and believe that a wellness committee is a critical component of an effective workplace wellness program. By creating a wellness committee, you are empowering individuals in your organization to reach their fullest potential.

BHS is here to provide support in a variety of ways. We assign you a Program Manager who is dedicated to keeping your organization productive, happy and healthy. Program Managers are here to assist your wellness committee with:

- Planning meeting agendas
- Coordinating programs and events
- Offering feedback on committee ideas
- Presenting innovative wellness activities
- Evaluating the success of your program

Workplace Consultation *Call for pricing.*

BHS can work with organizations to provide a plan to handle possible disruptive or violent behavior, job downsizing, job change/insecurity or other workplace stressors. BHS provides consultation around core policies and procedures and aligns all levels through open communication and critical training practices. BHS can also consult with your organization regarding your drug-free workplace policies and move to a smoke-free environment.



MARKETING SOLUTIONS

With a focus on our customers' vision and goals, BHS empowers their people, in order to achieve optimal levels of workplace engagement, employee health and productivity. Whether it's developing a comprehensive communication plan, driving leadership buy-in, rolling out a new program or rebranding an existing one, BHS' effective marketing strategies will create the excitement and engagement needed to drive results.

Creative Services

*BHS has an in-house team of marketing professionals ready to assist you with your creative or marketing needs. From rebranding your current EAP or Wellness program to customizing an existing tip sheet or developing creative ways of promoting your wellness program or benefit fair, BHS is here to serve you! **Call for pricing.***

BRAND DEVELOPMENT: Could your current EAP or Wellness program use a facelift? BHS' marketing team can support you with a wide range of creative services from concept to completion, all of which are designed to increase engagement.

- Logo design
- Customized collateral
 - Tip sheets
 - Flyers
 - Posters
 - Direct mail postcards
 - Wallet cards
 - Rack cards
 - Table tents
- Customized orientation or training videos
- Recorded webinars

- Print management
 - Digital or offset printing
 - Mailing services
- Promotional items
 - Imprinted or embroidered giveaways
- Trade show display design and production

PROGRAM PROMOTION STRATEGY: Let BHS work with you to develop a strategy that will reach your employees. The strategy will consider your employee population, current engagement and most effective form of communicating to them.

BHS is in the business of bettering lives and through proper promotion, we will help more and more lives every day.



BHS

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