

# Lyra

## Wellbeing Academy Catalogue



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# FORMS OF TRAININGS

In addition to physical health, mental fitness is crucial for quality of life and work performance. As mental health professionals, we at Lyra Wellbeing Academy empower you and your employees to recognize risks and symptoms early and address them effectively. Our courses help prevent imbalances and strengthen personal responsibility and health competence within the company.

## Strengthen Your Employees' Health Competence

### Lunch Session

1 hour

€ 650\*



Lunch sessions are informative presentations on specific topics. During the one-hour events, participants will learn the most important elements of each topic.

Our lunch sessions provide you and your employees with focused information within a short period of time and at minimal cost. Experienced trainers guide you through the topic and are available for discussions or individual questions after the event.

### Workshop

2 hours

€ 1050\*



Workshops provide an in-depth look at a selected topic. A group of 10-15 people work on the topic with the goal of deepening their knowledge and developing practical suggestions for daily routines.

These two-hour workshops impart knowledge and motivate you and your employees to reconsider existing behavior patterns and develop solutions to enhance personal responsibility and health competence.

### Training

4 hours

€ 1250\*



During a four-hour training session, a topic is explored in depth. In a group of 10-15 people, participants receive practical information and develop specific action strategies for everyday life.

Training sessions equip you and your employees with extensive background knowledge on a specific topic as well as effective tools to identify personal problems early and address them with appropriate measures.

\*Prices are exclusive of VAT. For on-site events, travel expenses and travel time will be charged separately. These prices apply to our existing customers.

# TARGET AUDIENCE



## Employees

All employees of a company whose perception of and competence in dealing with a particular topic is to be improved. The Lyra Wellbeing Academy promotes early prevention and strengthens the personal performance prerequisites of your employees.



## Executives/Management

In complex management tasks such as dealing with addiction problems, bullying or sexual harassment, it is essential for executives to strengthen their own expertise and improve their own resource management.



## HR managers

Increase the resilience of your HR managers. HR managers often conduct challenging and stressful interviews. But what about their own resource management?



**Languages:** We offer our courses in English, German, French, and Italian. Other languages on request.

**Trainers:** Our trainers are specialists in occupational health management or psychologists with many years of professional experience as occupational and organizational psychologists. Our know-how is based on our practical experience, which we gain through the daily consulting and support of our customers.


**Infrastructure:** By default, our training courses are held as webinars. For on-site events, a suitable training room is provided by the customer. Travel costs and travel time for on-site events are invoiced separately.

**Topics:** If you would like a training course on a topic not listed, please contact us. We will be happy to advise you and put together tailor-made content that exactly meets the needs of your company.

# Topics - Resilience & Stress Management


Aimed at leaders	Topic	Description
	Stress Management	Continued stress has a negative impact on the quality of work. Participants learn how stress arises, what the causes and reactions are and how they can learn to deal more positively with stress.
	Resilience – coping with crises	How we deal with strokes of fate is very personal and individual. Nevertheless, we can do a lot actively to survive crises in a healthy way, to integrate them constructively into life and even to grow from them. This event shows how.
	Psychological capital and prosilience	Psychological capital (PsyCap) is a fundamental element of wellbeing and personal development, based on the principles of positive psychology, appreciation and positive emotions. But how do you build this PROsilience, or rather, how do we maintain and strengthen our RESilience? This event teaches participants the basics of resilience and how to stimulate it in a targeted way.
	Burnout – development, recognition, prevention	The aim of this seminar is to enable participants to recognize the first warning signs of burnout early on in themselves and others and to develop effective countermeasures.
	Post-traumatic growth	In this seminar, participants will be introduced to the post-traumatic growth (PTG) theory, which states that implementing certain principles and practices after an accident, a crisis, or a traumatic event can contribute to positive growth and a reduction of risks to mental health.
	Dealing with employees under psychological stress	The increase in mental stress is leading to more managers dealing with severely stressed employees. In this event, participants will learn to categorize mental stress and mental disorders and understand their impact on work lives. They will explore managers' duties in protecting and promoting mental health, as well as setting appropriate boundaries. Additionally, the event will cover identifying signs of mental stress in employees, addressing the issue effectively, and guiding them to seek help.
	Early recognition of burnout	Burnout prevention is crucial for management, as burned-out employees generate significant costs. Participants will learn what burnout is, how it develops, and what the key risk factors are. They will understand why burnout is often recognized only after health and performance are already severely impaired and learn to identify warning signs in themselves and others. Additionally, the program covers how managers can address potential burnout in employees, along with the options and limits of management responsibility.

# Topics - Mental Health




Aimed at leaders	Topic	Description
	The art of rest and relaxation	Very few people these days will argue with the science that tells us how important rest and relaxation are in all walks of life: health, professional career, relationships, and wellbeing. But when it comes to actually taking steps to put this into regular practice, many of us fall short. Join us in a learning conversation that aims to demonstrate ways we can manage some of the thoughts and bad habits that interfere with our ability to rest and relax effectively. In addition, this session will provide some practical examples of how to incorporate rest and relaxation into daily life, whatever your life demands.
	Languishing	The term “languishing” describes a state of apathy, indifference, and a lingering sense of emptiness. This seminar is designed to show employers and employees how languishing can be identified and addressed at an early stage.
	Dealing with addiction-prone employees	Recognizing and supporting addiction-prone employees is an important component of operational health care. But how do you react if an employee is suspected of having an addiction problem? Participants will learn about the core mechanisms of addictive illnesses, the risks and consequences of substance abuse and behavioral addiction, and how to identify potential addiction problems through behavioral patterns. Additionally, they will learn the best procedures for supporting employees prone to addiction or already suffering from it within the framework of the company's possibilities.



# Topics - Change, Agility & New Work

Aimed at leaders	Topics	Description
	Change management	Changes are part of life. Nevertheless, it is not always easy to deal with new, unforeseeable situations. Participants in this seminar learn to deal better with change.
	Personal agility	The rate of change in our world is simply too fast for one person to keep up with, but that is also no reason to get left behind. It is now both harder than ever, and more important than ever, that we acquire or develop the skills needed to be personally agile. In this session, we aim to highlight the need for improved personal agility for those wishing to survive and thrive in the future world of work and life, and provide meaningful insights into what attitudes, skills and habits need to be cultivated in order to grow and develop in this area.
	Professional success	Luck, connections or skills? Sometimes it doesn't seem very clear why someone is successful. And yet there are characteristics that successful people have in common. Which characteristics do you have to build up for your success - and which ones do you have to give up?
	Complexity – how to succeed in difficult times	In our complexity seminar, we aim to show you which tools we have at our disposal for coping in our highly networked world. Are we even ready for a new form of complexity from a genetic and cultural point of view?
	Creativity – using creativity to find innovative solutions	Tasks can be fulfilled more quickly and efficiently through creative thinking and actions. In our creativity seminars, we give you an understanding of creative and spontaneous actions, and show you how creative processes come about and how creativity can potentially be learned.
	Opportunities, risks and optimism	In our seminars about opportunities, risks and optimism we would like to show you why it is useful to make the most of opportunities and to take risks, and how this can be beneficial.
	Digital leadership	This training focuses on the human factor in times of permanent change. Digitalization not only means new technologies and business models, but more importantly also requires a transformation in cognitive skills, in behavior, and in the emotional profile of management. What mindset is required for the digitalization process and how can we get rid of mental barriers to digitalization?

# Topics - People & Culture

Aimed at leaders	Topic	Description
	Bullying and sexual harassment at work	Addressing workplace bullying and harassment is crucial. In our seminars you will learn what you can do as someone who is affected, and how you should deal with the situation as a manager.
	Communication	Successful team communication contributes to the quality of work, promotes a positive atmosphere and prevents conflicts. It cannot be taken for granted, but everybody can learn it.
	Bullying and sexual harassment (for leaders)	Managers have a duty of care for their employees' wellbeing, including protecting them from mobbing and sexual harassment. But what is the right way to intervene or, preferably, to prevent such occurrences? Participants will learn how workplace bullying and sexual harassment are defined under labor law and how to identify both. They will also learn the measures managers can take to prevent these issues within their areas of responsibility and how to directly support those affected.
	Setting an example with healthy leadership	Leadership focused on respect and health positively influences employees. Appreciation, open communication, and promoting individual strengths enhance their health, motivation, performance, and job satisfaction. Many managers overlook their role in setting an example, but a manager's behavior inspires employees to prioritize their own health, better equipping them to meet today's challenges.
	Servant leadership	The principles of servant leadership styles are fast becoming recognised across the world as vital leadership capabilities for happier, healthier and more effective workforces, as well as happier customers. In this training session we unpack what it means to be a servant leader, explore advantages, disadvantages and challenges of the approach, and aim to understand how this contributes to psychological safety in the workplace, as well as how this approach is different from traditional leadership in its application.
	«At your own risk» – the human factor in occupational safety	This event offers deeper insight into the strengths and weaknesses of humans when it comes to safety at work. It provides an outline of human misconduct and risky behavior, with a focus on psychological and interpersonal factors.



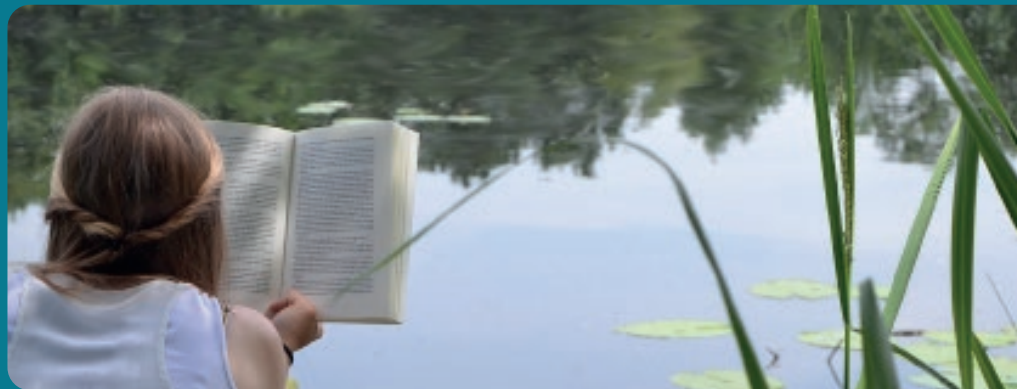
# Topics – Relationships: Personal & Professional

Aimed at leaders	Topic	Description
	Conflict management	Conflicts can have a negative impact on productivity and quality. But they are also an opportunity for further development and improvement. In our seminars, participants learn how to use the productive value of conflicts.
	Healthy boundaries	Some people find it easy to set boundaries or say “no,” while for others it is a real struggle. But why is that? And most importantly, how can we protect our own boundaries while maintaining a good relationship with those around us? Among other things, the training discusses the four phases of setting boundaries. Participants will then learn the first steps towards a better relationship with themselves and others.
	Dealing with challenging customers/fellow human beings	For many of our clients, agitated or even aggressive people at work are a source of concern. An appropriate handling of angry customers is demanding and yet it is a fundamental professional skill. In this course, you will practice techniques that allow you to de-escalate such situations.
	Thoughtful parenting in blended families	Parenting is a profound and ever-evolving responsibility, and when blended with the dynamics of divorce and co-parenting, it becomes a unique tapestry of challenges and opportunities. This is a session that resonates with the experiences of many modern families, where resilience, adaptability, and thoughtful decision-making are paramount. Whether you’re navigating the delicate balance of blending families or co-parenting post divorce, this session is designed to provide insights, strategies, and perhaps most importantly, a sense of community.
	Care of relatives	When parents and other family members need care and support, relatives must often suddenly take on a lot of responsibility. Participants learn how to support those in need effectively without neglecting their own needs.



# Topics - Holistic Wellbeing

Aimed at leaders	Topic	Description
	Sleeping disorders	Everybody sleeps badly from time to time. However, if sleep disorders persist for a longer period, they impair our health and performance. This seminar focuses on what constitutes healthy sleep and how to promote it.
	Digital smartness	Does my smartphone control me or do I still decide for myself? In a digital world of almost limitless possibilities, we're still learning how to use digital media in a responsible and self-controlled manner. This lecture raises awareness about the possible effects of digital media, and explores ways that we can limit stress while using smartphones and tablets.
	Humor	This seminar conveys a basic understanding of what humor is and how it can enhance wellbeing and improve the quality of everyday experiences through targeted training.
	Mindfulness	Mindfulness is about living in the present moment, appreciating the here and now without judgment. The aim of our seminars is to combine theory and practice of mindfulness, for example with breathing exercises and meditation.



# DISCLAIMERS

This training catalogue is provided as a guide to the courses offered by Lyra Italy S.R.L. While we strive to ensure the accuracy and relevance of the content, offerings and materials may be subject to change without prior notice.

By engaging with our training services through requesting, booking, and participating, please note the following terms and conditions:

#### **Consultation Services:**

Initial consultations with a Lyra Account Manager will not incur a fee. Consultations with the event facilitator (affiliate) that exceed 15 minutes may result in a fee.

#### **Participant Capacity:**

Events that require higher two-way engagement for appropriate delivery may require a limitation on headcount attendance.

#### **Travel Expenses:**

Unless specified in a customer contract, travel costs and travel time for on-site events will be charged separately.

#### **Content Customization:**

Our standard service includes simple and minimal adjustments to content to suit the client's context. Significant customizations requiring over an hour of content development will be subject to additional charges.

#### **Cancellation Policy:**

- Cancellation between 28 and 15 business days before the event is subject to 25% of the value of the service.
- Cancellation between 14 and 8 business days before the event is subject to 50% of the value of the service.
- Cancellation between 7 and 2 business days before the event is subject to 75% of the value of the service.
- Cancellation of the event within 24 hours (during weekdays) is subject to 100% of the value of the service.

- All cancellations will incur the full reimbursement charge of non-refundable pre-agreed travel expenses and pre-agreed preparation hours (if applicable).
- All cancellations of customized events after the customized content has been developed will incur full cost of the development, customization and translation fees.

#### **Intellectual Property:**

All provided training materials are the exclusive intellectual property of Lyra. Unauthorized copying, distribution, or use of these materials is strictly forbidden. Should you require exceptions (e.g. recording of events), discuss your needs with your Lyra Account Manager. Exceptions may incur a fee.

#### **Feedback and Confidentiality:**

Your feedback is invaluable to us and aids in our ongoing improvement efforts. After the event, we will provide you with a link to our feedback form. The feedback is anonymous and no personal data will be stored.

**For further details, please contact your Account Manager or send us an email at [info.eu@lyrahealth.com](mailto:info.eu@lyrahealth.com).**





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## Contact Us

For more information about our offering,  
to obtain a quotation or to make a booking,  
please email us on:  
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