

*An Entry point into Staff and Workplace  
Wellness*

# Wellness Webinars

Bronwyn Russo  
Clinical Psychologist







# Who is Bronwyn Russo?

Bronwyn Russo is an experienced Clinical Psychologist with 15 years in Private Practice. Formally trained in Western Australia and having engaged in continuing education development in esteemed learning institutions such as Yale University, she offers expertise in the psychological assessment, clinical formulation, and management of an array of psychopathology and mental health difficulties.

She specialises in Mood disorders (Depression and Anxiety related Disorders) and utilises a unique integration of western psychology (Cognitive Behavioural Therapy) and eastern philosophies (Mindfulness, Meditation, Breathwork, Somatic experiencing) to achieve client goals. Her practice supports the holistic integration of mind, body and spirit. Goals within her practice are to empower individuals to lead more meaningful, intentional and highly conscious lives.

An international affiliate to the American Psychology Association (APA) and having served as the founding Chairperson of the Eswatini Psychology Association (EPA), she drives the vision to improve mental health in Eswatini.





# Holistic Wellness in the Workplace

- The concept of wellness continues to evolve over the years. What once held physical health as the primary focus, now encompasses a holistic approach to wellness.
- Holistic health addresses physical, mental, emotional, social, and spiritual facets of health.
- It acknowledges that events in one area of a person's life have ripple effects across all other areas and is an approach to life that considers the whole person.
- The McKinsey Health Institute's 2023 survey of more than 30,000 employees across 30 countries found that, "employees who had positive work experiences reported better holistic health, are more innovative at work, and have improved job performance."





# Benefits for the Workplace

- Understanding and championing holistic wellness is paramount for cultivating healthier, happier, and more productive work environments.
- When organizations acknowledge and support the whole employee, it not only enhances individual satisfaction but also boosts overall productivity and morale.
- By understanding that employees are more than just their job titles, leaders create spaces where individuals feel valued, respected, and motivated. This approach allows employees to reconnect with their intrinsic motivations and improve the quality of their daily life, to help drive meaningful contributions.
- Creating an environment where everyone feels safe to speak up, innovate, and thrive creates Psychological Safety.



# The importance of Psychological Safety



- **Project Aristotle** was a project undertaken by **Google** to understand what makes teams successful. The project aimed to identify *patterns and behaviours* within teams that led to high performance. Starting in 2012, Google spent two years studying 250 attributes of their 180 teams.
- They found that of the 180 teams, those with a strong sense of **psychological safety** fostered an environment where members felt comfortable expressing their thoughts and ideas openly, leading to more productive discussions and innovative solutions.
- Team members most needed to feel they could **speak up, share ideas, questions, concerns and mistakes without fear of embarrassment or humiliation**. These findings challenged conventional beliefs about team composition and management styles.
- The proposed **WELLNESS WEBINARS** provide exposure to thought-provoking, supportive and scientifically researched information that fosters a collective experience and addresses key factors in fostering psychological safety such as [Levelling power gradients], [Establishing shared norms], [Effective listening and giving space], [Intelligent and compassionate communication],[Promoting speaking up], [Addressing persistent problematic behavior], and [Embracing differences]





# How do the Wellness Webinars run?

- There are 12 Webinar topics that speak to leading and cutting edge topics in the Mental Health space.
- Each webinar is 60 minutes in duration and runs monthly at a suitable and selected date and time.
- Individual webinar topics can also be selected and held at an individually selected date and time.
- The Zoom platform is utilized to hold the webinars, thus a well running Wi-Fi signal will be required to connect.
- Selected Webinar topics that are of heightened interest can be tailored to run as a workshop which is more intensive and includes more practical methods and integration of concepts. Workshops can be held virtually or in-person at an agreed location.





# Outline of Wellness Webinar Topics



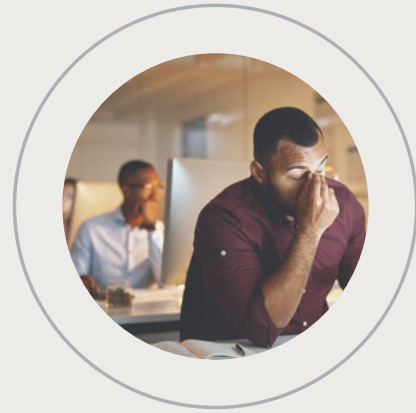
# Webinar Topics



**1. Coping in Crisis: Build Resilience**



**2. Thought Management: You are what you think**



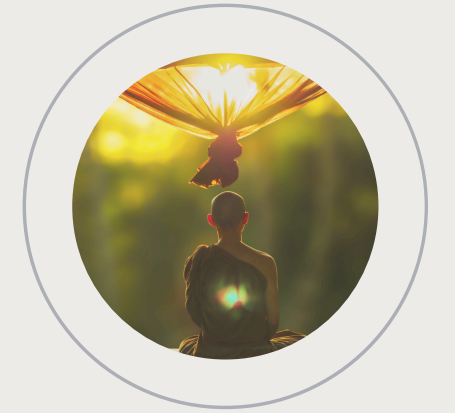
**3. Burnout and Self Care**



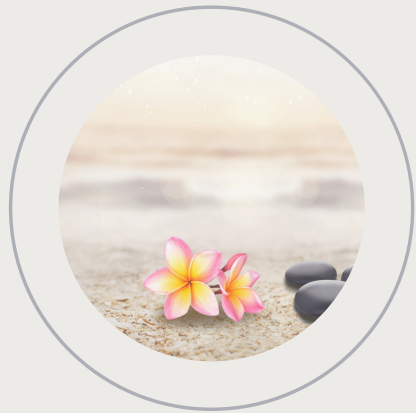
**4. Work Life Balance**



**5. Fostering Emotional Intelligence (EQ)**



**6. Strategies for Stress**



**7. Owing our Mental Health**



**8. Learnt Hopefulness**



**9. Mastering Close Relationships**



**10. Mindfulness: The Art of Being**



**11. Self Love and Inner Belief**



**12. Forgiveness – Building Bridges**



# 1. Coping in Crisis: Build Resilience

A Crisis is defined as a time of intense difficulty that often leads to decisive change.

Crisis, Challenge and Change hits all of our lives at some point. Knowing how to navigate these transition points is key to finding purpose in the pain and to keep hope alive.

Topics for this webinar include:

- The 3 phases of Crisis and their super powers
- The Brain and Stress
- Success predictors and Resilience
- Proven daily practices

Join me in learning how to manage your Mental Health and Wellness during times of Crisis and Change.





# 2. Thought Management: You are what you think

When are your thoughts productive and when do they create suffering?

Webinar topics include:

- The *Science* on Thoughts
- Steps to *Master* your Thoughts
- Discovering the **Lens** you require to be the CAUSE of your life, versus living the EFFECTS of your life

**Learn how to take back control of your thoughts and improve how you experience life!**





# 3. Burnout and Self Care

Do you feel loss of hope in your work?

Are you constantly feeling unfulfilled at the end of the day?

Have physical and mental exhaustion become your normal state?

This webinar offers:

- Tips for recognizing signs of burnout
- Learn about the risks, symptoms and solutions to keep healthy and balanced
- Brief Self-care planning

*This webinar is often recommended to run as a workshop*





# 4. Work Life Balance

Does “living our best life” exist?

Is it actually possible to have work life balance?

Are you tipping over and falling off balance with the demands in your life?

Join this practical webinar where we will:

- Define what work life balance really is
- Understand it's importance in achieving a life that feels truly satisfying
- Work through the transformative tool “The Wheel of Life” to achieve a vision of what this uniquely looks like for you





# 5. Fostering Emotional Intelligence (EQ)

- Emotional intelligence (EQ) helps you handle emotions, connect with people, make good choices, and stay calm when life gets complicated.
- Research has shown that our success in life is 75% EQ and only 25% IQ.
- The higher you go up the ladder in the workplace the more emotional intelligence matters. It is said that in top leadership EQ is about 80-90% of competencies.

**The best part is that emotional intelligence is a skill you can build!**

Join me to discover more about this SUPERPOWER





# 6. Strategies for Stress

- How do you want to Live?
- How do you want to Work?
- What do you need?

If you feel a need to shake off stress residue and up level the quality of your life, join me on this Strategies for Stress webinar to assess your stress and to obtain tools to create more peace and power in your everyday life and function at your best.

Let's write up your Stress Prescription!





# 7. Owning our Mental Health

How are you ... Really?

Let us take a gentle pause to check in with ourselves and explore what good mental health looks and feels like

This webinar will :

- Provide a brief understanding of Mental health disorders
- Explore Mental health and Loneliness
- Introduce the habits of Resilient people
- Outline steps to own your Mental Health and Well-being





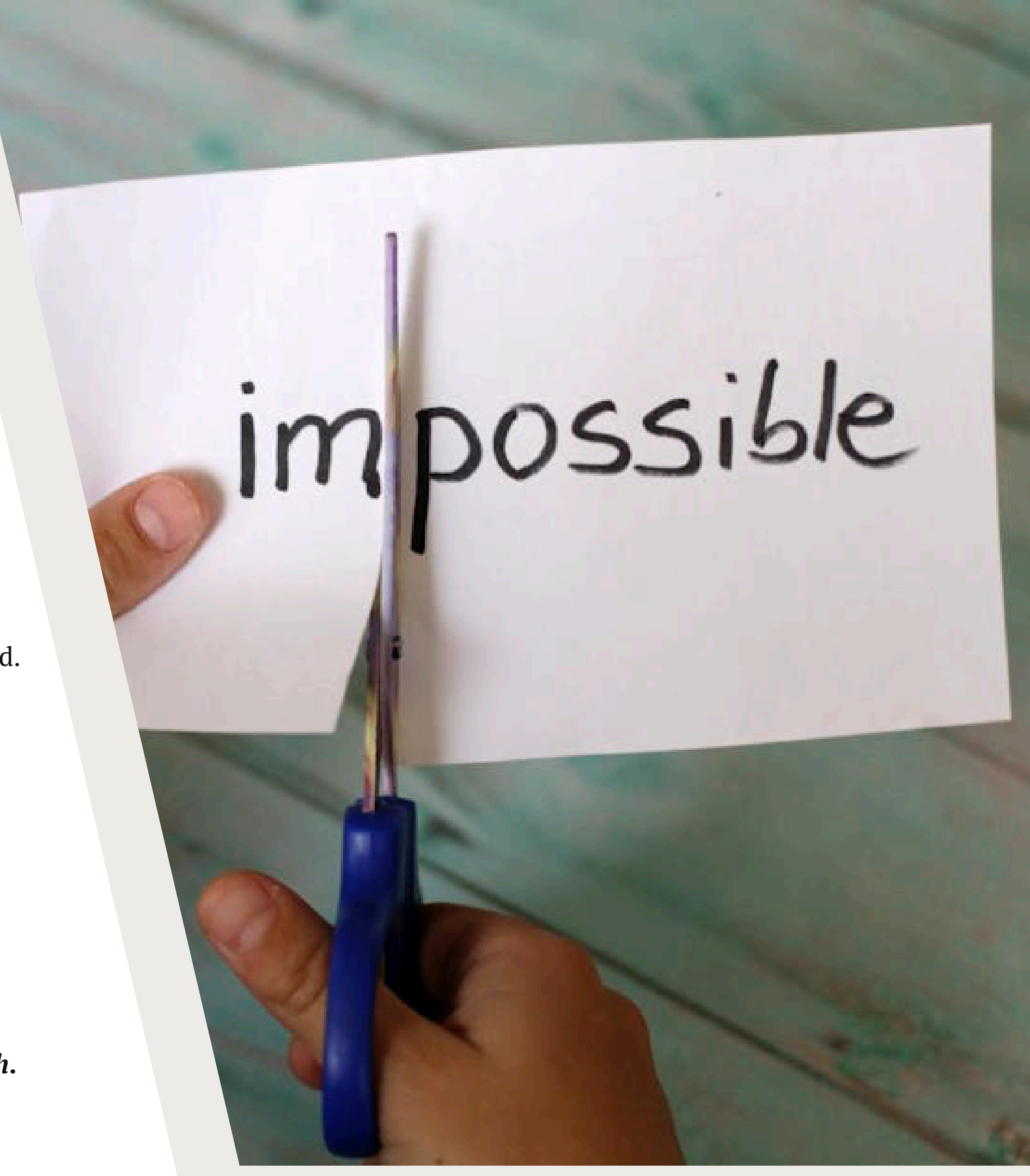
# 8. Learnt Hopefulness

Let's choose that **“the end need not be that”** (Donna Ashworth) – that the difficult situation/s you are in need not be the stuck point but rather a place to transform beyond.

## **This session's objectives:**

- Focus on strengths and the impact of hopefulness in managing adversity and challenge
- Throw out the self-limiting beliefs that diminish your capacity for positivity
- Increase feelings of motivation, resiliency, and wellness
- Untangle yourself from rumination over past negative events and anticipate your future through a more positive lens

*Life is meant to feel good and life is meant to feel hard. Hope is the ability to hold both.*





# 9. Mastering Close Relationships

- Connection is vital for our mental health and wellbeing
- We rely on the strength of human relationships to survive and thrive
- Anyone who is in a difficult relationship understands that this has a large impact on happiness and the ability to function optimally

This webinar will be focused on how to:

- Build conscious relationships
- Feel more connected
- Deconstruct fairytales and familiarity
- Untangle the 5 relationship mistakes you might be making





# 10. Mindfulness: The Art of Being

**Happiness is NOWHERE {NOW + HERE}**

We are so over-stimulated by the demands of life. We have forgotten how to be IN our lives. Instead, we watch it pass us by.

**Let's talk about:**

- Mindfulness and what it is NOT
- Stress states and the Window of tolerance
- The benefits and integration of Mindfulness within our personal lives and within the workplace
- How to support your Brain and Nervous system

*Come take a seat in this webinar and allow presence to be your gift*





# 11. Self Love and Inner Belief

What does Self Love really mean?

So many of us are searching outside of ourselves to receive and experience the love we desire. Let's instead find the method to developing this where it matters the most – **within ourselves.**

**We'll be exploring:**

- What Self Love is NOT
- Stigma, Selfishness and Narcissism that has been attached to Self-Love
- How to build Self-Love through the 5 constructs

*“If your boat doesn't float, no one will want to sail across the sea with you” – Louise Hay*





# 12. Forgiveness – Building Bridges

Resentment is like drinking poison and expecting it to kill the other person – Nelson Mandela

Allow yourself to be open to:

- A NEW LENSE ON *FORGIVENESS*
- THE SCIENCE OF *FORGIVENESS*
- STEPS TOWARD REACHING *FORGIVENESS*

Let us learn from others who have mastered the art of true forgiveness where it seemed impossible





# Pricing and Packages

## **Individual webinars**

E 5,250.00

## **6 month webinar package (6 webinars of choice)**

E 29,950.00 (5 % savings)

## **12 month webinar package (all 12 webinars)**

E 56,700.00 (10% savings)

*Please request a quote to hold the presentations/ workshops physically at your organization or an agreed location*







# Contact us to get started

Tel: (+268) 7685 8588

Email: [info@bronwynrusso.com](mailto:info@bronwynrusso.com)

Website: [www.bronwynrusso.com](http://www.bronwynrusso.com)