

May 6th
Thursday
6:00 PM

*Addressing Employee Performance Issues in a Supportive Way--

<https://attendee.gotowebinar.com/register/7661213818397141519>

Overview- When addressing performance issues, it can be hard to show employees that you care and support them, while still being clear about problems and expectations. This session offers tools for having supportive conversations in these challenging situations.

Objectives- learn to foster positive relationships so employees are open to feedback; to distinguish “normal bad-day” behavior from problematic behavior; to plan for a performance conversation; and to use words and phrasing that give you the best chance for a productive conversation.

May 11th
Tuesday
Anytime

Loneliness and Social Isolation In Today's World (Recording)

<https://attendee.gotowebinar.com/register/8780326439295844877>

Overview- Despite instant access to friends, family and online social networks, the rates of loneliness and social isolation are steadily increasing. They can substantially affect psychological well-being, physical health, and are now considered a serious health risk factor on par with smoking.

Objectives- to understand the impact of loneliness and social isolation, and identify actions to increase emotional connection with others. Describe ways to enhance emotional connections and strategies to reduce isolation.

Managing Staff Through Stressful Situations -

<https://attendee.gotowebinar.com/register/4530661222068998671>

Overview- Stressed employees can react differently. As a manager, it's difficult to anticipate reactions, and even harder to handle them. This workshop helps plan for the expected and unexpected, and provides practical tools for dealing with both positive and negative behaviors during stressful times.

Objectives- to anticipate the physical, emotional, cognitive, and behavioral reactions you observe among employees. Learn to handle problematic employee behavior effectively and empathetically, and how to practice self-care techniques to manage your own stress during challenging times

May 18th
Tuesday
10:00 AM

***Part of the “Dinner and a Webinar” series. See attached recipe to make attending a little easier!**

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Well-Being Solutions



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* Drinking Responsibly – <https://attendee.gotowebinar.com/register/6360262863057329678>

Overview- Many engage in moderate drinking. One third of the population will drink heavily and/or engage in binge drinking. We will address problems associated with binge drinking, problem drinking patterns, and how to drink more responsibly.

Objectives- To understand the distinctions between alcohol use and dependency, identify the impact of alcohol on relationships, work performance and safety. Learn risk factors, the dynamics of enabling, denial, and social pressure.



Eating Healthy on a Budget (webinar only) - <https://attendee.gotowebinar.com/register/3628515228731596046>

Overview- Don't let the idea that healthy food is expensive keep you from striving for a healthy and balanced diet. Take time to learn new strategies on how to stick to a budget while enjoying healthy, nutritious foods.

Objectives- Identify any barriers that may be preventing you from purchasing nutritious food. Discuss how to increase servings of fruits and vegetables; and strategize quick meal preparation. Learn to limit food waste.



* Caring From a Distance – <https://attendee.gotowebinar.com/register/3145306257199588877>

Overview- It's difficult to have an elder who requires assistance, yet does not live near you. However, you can provide comfort and care by devising care strategies, developing emergency plans and building a support system to give your elder the care and attention they need.

Objectives- Describe the emotional costs of caring from a distance. Discuss how to set reasonable expectations and to obtain support. Create a care giving plan, how to research and analyze your options and available resources. Explore adult day care, personal, house and medical care services.



Teaching Your Kids How To Manage Money - <https://attendee.gotowebinar.com/register/7143751759862862861>

Overview- Money is a difficult concept for children. Encouraging kids to gain experience with earning, saving, and spending money can provide them with fundamental financial experience.

Objectives- Identify ways to lead by example in money management matters, age-appropriate strategies, financial tasks children can take, as well as help older children transition to financial independence.

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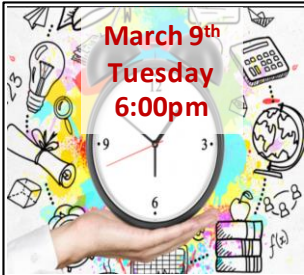


Forgiving Yourself and Others

<https://attendee.gotowebinar.com/register/2449125180579129871>

Overview- Become a happier, healthier person with better relationships by practicing forgiveness. We can forgive ourselves, and others, without having to become victims. Using reflection, compassion and accountability.

Objectives- Become a better person; improve personal health, reduce stress. Learn compassion, let go, learn from your mistakes and move on. Be accountable and create a solution; use self-awareness to become a better person.

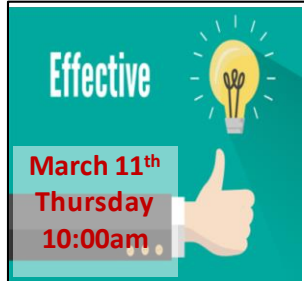


* Time Management Principles

<https://attendee.gotowebinar.com/register/8806807076724422411>

Overview- Responsibilities can feel overwhelming, and it can seem a 24-hour day simply isn't long enough to get everything done. We will discuss principles to help you be in control of your very busy life.

Objectives- Describe how to change "negative self talk" as it relates to your time and thinking that control your day. Identify "time wasters", and prioritization principles, discuss the impact of procrastination and how to overcome it.



Giving Effective Feedback in Personal or Work Situations

<https://attendee.gotowebinar.com/register/8934253668541290254>

Overview- addresses strategies on how to deliver effective feedback at work, or at home; we'll review multiple examples and ample practice to learn how to give feedback to help individuals improve performance.

Objectives- review timing regarding positive vs. critical feedback, and praise vs. talent; discuss uses of "positive intent", as well as employing image-centered compliments. Discuss how to use judgment-free language to reduce defensiveness and creative freeze.

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Thursday

February

18

10:00 AM

* Learning to Say "No"

<https://attendee.gotowebinar.com/register/6758223399394349328>

Overview- Saying "no" can often be difficult, arousing feelings of guilt or fears. Nevertheless, by saying "no" we define who we are, what are we willing or not willing to do, and what we permit others to do to us. The ability to respectfully say "no" is a critical skill in building and maintaining healthy self-esteem.

Objectives- To identify reasons why it is important to say "no", and the distinctions between passive, aggressive and assertive behavior. Identify common obstacles to saying "no," and the real and imagined consequences. Learn several templates for saying no and how to effectively employ them.



Monday

February

15

6:00 PM

Rewards and Challenges of the Blended Family

<https://attendee.gotowebinar.com/register/2636874486978353168>

Overview- With half of all marriages ending in divorce, and the majority of divorced individuals finding new partners, the number of blended families is growing. Patience, understanding, and open communication help make a smooth transition for all.

Objectives- Identify stages of adjustment and how to help. Discuss challenges, conflict, and how to build a strong foundation for the family. Identify how to communicate with children, how to answer their questions, and methods for avoiding and resolving conflict.



Tuesday

February

23

6:00 PM

* Encouraging Kids to Be Active

<https://attendee.gotowebinar.com/register/7930682126115222288>

Overview- Children can often become too sedentary; growing bodies of research suggest how important physical activity is for children. We will explore barriers standing in the way of keeping kids active and will offer tips on how to overcome challenges.

Objectives- Describe benefits of keeping children active and overcoming barriers that stand in the way. Learn to motivate and identify age-appropriate activities for preschool age children up to teenagers.



Thursday

February

25

10:00 AM

Understanding Depression

<https://attendee.gotowebinar.com/register/8551713781273835280>

Overview- Many people believe emotional symptoms caused by depression are "not real," and that a person should shake it off. People with depression either may not recognize this treatable disorder, or may be discouraged from seeking out treatment due to shame or stigma. However, many can get better with treatment using medications, psychotherapies, and other methods.

Objectives- Recognize the signs and symptoms of depression and how it may impact work performance. Identify possible causes, treatment options, and ways of reducing the risk.



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Wednesday

January

20

6:00 PM



* Mental Health Awareness

<https://attendee.gotowebinar.com/register/645712804350091022>

Overview- As everyone experiences symptoms of mental illness. Learn to reduce the associated stigma and promote ways of supporting one another in the workplace and address signs and symptoms of distress and effective ways of providing support for co-workers.

Objectives- Understand the universality of mental health issues, recognize common symptoms and how to avoid them. Explore ways of expressing compassion and support to distressed co-workers, and recognize the warning signs of suicide.

Friday

January

22

10:00 AM

Suicide Awareness

<https://attendee.gotowebinar.com/register/8627045720143561230>

Overview- Suicide is profoundly disturbing with most responding in confusion, fear and anger.

We will demystify suicide through discussion of why it occurs and how to intervene with those who are suicidal.

Objectives- To identify the causes and risk factors including signs and symptoms of depression. Review common myths and describe how to intervene.

Tuesday

January

26

6:00 PM

* The Art of Patience

<https://attendee.gotowebinar.com/register/610317326028842254>

Overview- Many of us are impatient at times, which hurt not only us, but those around us. Impatience raises our stress levels and can even inflict physical harm, but with practice, one can learn to be more patient in life.

Objectives- Identify characteristics of impatience; uncover the signs and its effects. Discern how to locate your personal triggers. Identify methods to counter impatience and procedures to manage the symptoms. Engage in the "Art of Intelligent Waiting" and learn how to wait with purpose, intent, and belief.

Thursday

January

28

10:00 AM

Developing Creativity

<https://attendee.gotowebinar.com/register/394600841240632334>

Overview- In today's competitive climate, there is a need for continuous innovation and value-added solutions. We often limit our thinking and problem solving to fit known patterns by creating boundaries around our problems and circumstances, and enhancing our creativity can help us break through.

Objectives- Identify creativity basics, innovation, and its benefits, discuss its benefits and obstacles. Identify your thinking style and specific blocks. Describe the role of humor and ways to overcome obstacles like fear, unproductive assumptions and beliefs. Identify techniques to stretch imagination and increase overall creativity.

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Tuesday
January
5
6:00 PM

* The Emotionally Healthy Teen: Dealing With Issues of Substance Abuse, Depression, Suicide, and Eating Disorders in Teenagers

<https://attendee.gotowebinar.com/register/7282823485954337038>

Overview- The teenage years are a period of major social, hormonal and emotional change and can be difficult for both the teens and their families. Learn to talk with your teen about, depression, suicide and eating disorders to help assist your teen in navigating adolescence successfully.

Objectives- Identify cause of depression, suicide and eating disorders in teens, Describe the role of stress, role models and genetics on the developing child. Identify warning signs, symptoms, and preventive measures to reduce the likelihood of these problems developing, and more.



Thursday
January
7
10:00 AM

No Such Thing as a Perfect Parent

<https://attendee.gotowebinar.com/register/4585488366554793230>

Overview- Learn about the many things that can influence parenting techniques. Well-intended “perfect parenting” can lead to unanticipated problems. This webinar can help you seek a balanced parenting approach.

Objectives- Identify factors that affect parenting style, recognize the relationship between your own childhood and your parenting style. Learn positive communication skills conflict resolution techniques, and “Positive Discipline”.



Tuesday
January
12
6:00 PM

* Standing Tall: Handling Bullies both On and Off the Playground

<https://attendee.gotowebinar.com/register/5478877848006544910>

Overview- Most children encounter bullying. While some say bullying is part of growing up, recent incidents of school violence linked to bullying demonstrate that this is a serious issue.

Objectives- Identify bullying behavior and consequences. Learn to determine if bullying is occurring, how to respond and ways to instruct your child on how to handle bullies. And much more...



Thursday
January
14
10:00 AM

Kids and Meals: It Doesn't Have to Be a Battleground

<https://attendee.gotowebinar.com/register/7380625045245382670>

Overview- Parenting is a challenge in every aspect, but meals need not be included as part of the challenge.

Objectives- Discuss research on children's nutrition, eating habits, impact of parental approach to future eating habits. Identify the effects of advertising on children's food choices and parent's options, and strategies to establish healthy life-long habits. Identify the problems with processed foods, how to make a healthy and affordable choices, and more.



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Monday

December

28

6:00 PM

***After The Holidays, Managing That Debt**



Overview- Spend more for the holidays than originally intend? Worried about how you will pay the debt? Holiday shopping can sink even the best budget and cause high levels of stress. Learn how to get out of debt quickly and cost effectively, and ensure you don't end up in debt again next year.

Objectives- Learn to manage existing debt, ways to budget effectively, and which items to pay off first. Learn to shop economically. and how to save money.

Wednesday

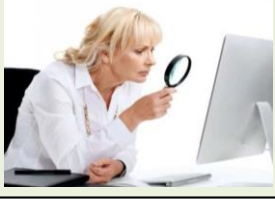
December

30

10:00 AM

Employee Benefits

Getting the Most Out of Your Health Benefits (Webinar Only)



Overview- The simple answer is all about educating yourself on what your health plan offers. Do not wait until we get sick or injured, understanding your options to take advantage of all your plans have to offer.

Overview- Know the valuable options and how to potentially lower your costs. Learn to evaluate the plan, and how to best utilize to stay smart and stay healthy

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Tuesday
December
15
10:00 AM



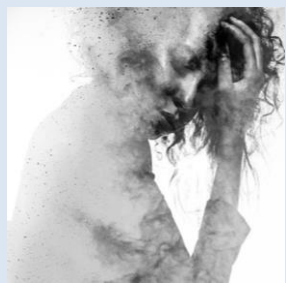
Responding To Behavior That Makes You Feel Uncomfortable

<http://attendee.gotowebinar.com/register/8168438320221751824>

Overview- Most have been subjected to unexpected and unwelcomed behavior, such as aggressive, lewd, provocative or socially inappropriate. This course will examine how we can be prepared to effectively respond when confronted with unwelcome behaviors.

Objectives- Understand different unwelcome behaviors and motivations behind them. Describe obstacles faced responding, and identify effective techniques for setting limits and finding support after an episode.

Thursday
December
17
6:00 PM



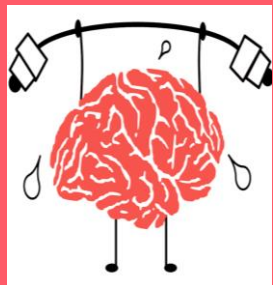
*Coping With A Traumatic Event

<http://attendee.gotowebinar.com/register/1746128230219400208>

Overview- A crisis or traumatic event can cause physical, emotional, and psychological distress, and are often perceived and experienced as a threat to one's safety or to the stability of one's world.

Objectives- Recognize responses to crisis and trauma: physical, emotional, and cognitive. Post trauma do's and don'ts, tips for self-care after a crisis or traumatic event. Discussion around support and communication. How to help children who have experienced trauma.

Monday
December
21
10:00 AM



Mental Fitness for Optimal Brain Power

<http://attendee.gotowebinar.com/register/5248574141988211728>

Overview- Science used to believe the number of brain cells and neural pathways were limited, could not be repaired. We now know lifestyle can weaken, destroy, or repair and create strong new brain connections.

Objectives- Identify traits of a healthy brain: ability to learn new skills, good judgment and intuition, memory, and perception; and barriers: depression, chronic stress, and unhealthy lifestyle. Learn to engage in new skills and mental challenging activities, medications, physical exercise, and brain training.

Monday
December
28
6:00 PM



After The Holidays, Managing That Debt

<http://attendee.gotowebinar.com/register/523320667039446544>

Overview- Spend more for the holidays than originally intend? Worried about how you will pay the debt? Holiday shopping can sink even the best budget and cause high levels of stress. Learn how to get out of debt quickly and cost effectively, and ensure you don't end up in debt again next year.

Objectives- Learn to manage existing debt, ways to budget effectively, and which items to pay off first. Learn to shop economically, and how to save money.

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- 5 FREE visits per issue
- Webinar Library to support many issues
- Tools and information to support many of life's circumstances

Visit the Well-Being Solutions website at:
www.guidanceresources.com/groNg/#/s/home

To make an appointment with a counselor, call
833.515.0771



Managing Worry and Anxiety

<https://attendeegotowebinar.com/register/6732011038651865103>

Overview- Worries are thoughts about the future that generate fear, but are generally overblown and focused on hypothetical problems. Chronic worry that begins to impact the quality of life becomes “anxiety”, and well-intended suggestions to “stop worrying” or applying common stress management techniques are mostly ineffective.

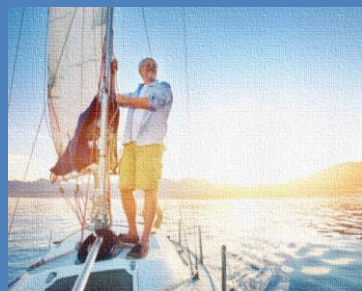
Workshop Objectives- Understand how worry and anxiety function as a mental habit; become familiar with strategies to acknowledge, accept and work through it.

Wednesday

DECEMBER

2

10:00 AM



Sailing On: A Guide to Transitioning Into Retirement

<https://attendeegotowebinar.com/register/6377623050110458636>

Overview- Moving from a career into retirement can be challenging. Many look forward to retirement but find themselves facing difficult issues. Learn ideas on how to deal with the many aspects of retirement.

Workshop Objectives- Identify transition issues; plan what to do with your time; identify potential emotional impacts; learn ways to reinvent yourself in retirement; explore living options, and financial planning, the importance of good health in retirement and ways to get exercise, and other health considerations.

Wednesday

DECEMBER

9

10:00 AM



* Bringing Out the Best in Others

<https://attendeegotowebinar.com/register/6666974928107107342>

Overview- Do people shine around you, or withdraw, hesitant to show their best? Learn to help challenge, motivate and inspire friends, family members and co-workers, and to do your part to make sure others are at their best around you.

Workshop Objectives- Learn what motivates and influences peoples' motivation level; how your attitude can be contagious, and how to exhibit inspirational, positive thinking that can inspire; how to avoid negative talk, and how and when to provide others with effective feedback.

Friday

DECEMBER

11

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Keeping Your Senior Lovd One Independent and Safe

<https://attendee.gotowebinar.com/register/2262505067835482639>

Overview- With elderly relatives, we often fear for their safety and well-being. There are practical guidelines and simple solutions to ensuring they stay healthy and safe.

Objectives- Address common safety issues while still supporting their independence. Learn how to communicate concerns, identify warning signs and outside resources.



10 Strategies for Improving Your Finances

<http://attendee.gotowebinar.com/register/1007394952543145231>

Overview- The 10 financial tips are discussed to get you on the road to financial well-being during challenging times, with topics like what to be careful about, and goals to work towards.

Objectives- identify most pressing financial steps to take, categorize expenses, finding your current position, steps to get through economic troubles, paying down debt, improving credit, and more!



The Confident You: Taking Charge of Your Life

<http://attendee.gotowebinar.com/register/2604353128515711759>

Overview- Learn to get past fear/shyness, avoid regret, build confidence, and stand up for yourself, learn to be in control.

Objectives- learn 4 keys to boosting confidence, learn how to control your stressors, identify alternate views of "failure", learn assertive communication, learn to speak up and identify powerful goals.



Parenting Your College Age "Kids"

<http://attendee.gotowebinar.com/register/1007394952543145231>

Overview- Determining emotional and financial support for your young adult can be difficult, how to help your child without "interfering".

Objectives- Help your child establish their identity, handle finances, carrier, and relationships. Learn to help them transition into adulthood and the importance of letting go.



Letting Go of the Things That Hold You Back

<http://attendee.gotowebinar.com/register/9102552611338059531>

Overview- "Living the Good Life!" is about happiness, health and satisfaction. We will discuss what's needed, what to bring along on life's journey, what to leave behind, what to acquire along the way.

Workshop Objectives- understand what a good life means to you. Identify your baggage from work, relationships and home. Get back on track with your purpose, and identify obstacles.



Living With Change

<http://attendeegotowebinar.com/register/6168871970101012750>

Overview/Description- Change brings both opportunities and turmoil. Today, change has become a constant, and it can be hard to say goodbye to what's changing. This workshop provides techniques to deal effectively with change.

Objectives- Be specific about the changes experienced, identify resistance to change in your life, identify possibilities in transition, describe your action plan to deal with change.



Building Strong Relationships With Your Adult Children

<http://attendeegotowebinar.com/register/5557141083842184718>

Overview- When our children grow up, we have to get to know them as independent adults. We must learn to let go, and learn to let them make mistakes and grow from them.

Objectives- Obtain guidelines to interact with adult children in their personal relationships, financial matters, marriages, and with children of their own.



*Cutting Through The Clutter

<http://attendeegotowebinar.com/register/124420046243739150>

Overview- When surrounded by clutter, it's impossible to have clarity about life. Recognizing the source of your clutter problem can empower you to address the issue directly and without shame.

Objectives- learn how it ties to unrealistic workload, being undermined by others, sentimental attachments, thrill of distraction, and much much more.

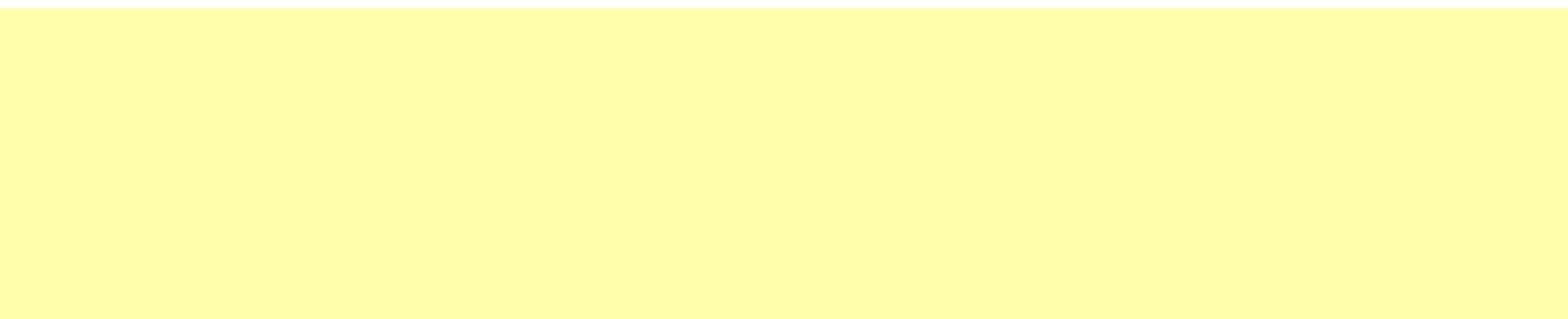


The Successful Single Parent

<http://attendeegotowebinar.com/register/996265696860828174>

Overview- Faced with extra challenges, finding time and energy to be a full-time parent, income provider, and playmate without the help of a partner requires special commitment.

Objectives- identify "perfect parent" myth, how single parenting may impact a child's development, positive communication skills and conflict resolution techniques, identify tips that make parenting easier.



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Workshop Objectives- Understand how worry and anxiety function as a mental habit, become familiar with strategies to acknowledge, accept and work with it.

Thursday

DECEMBER

2

10:00 AM

Well-Being Solutions



Offering help with life's challenges, Well-Being Solutions - your Employee Assistance Program, is here with interactive webinars to give you guidance, direction, and insight into situations where you may need a little help.

These webinars are absolutely FREE to employees, their dependents, and any household member. Take some time to learn more how to help yourself through it.

The Successful Single Parent

<http://attendee.gotowebinar.com/register/996265696860828174>

Overview- Faced with extra challenges, finding time and energy to be a full-time parent, income provider, and playmate without the help of a partner requires special commitment.

Objectives- identify "perfect parent" myth, how single parenting may impact a child's development, positive communication skills and conflict resolution techniques, identify tips that make parenting easier.

Tuesday

October

20

10:00 AM

Thursday

October

22

6:00 PM

*Paying Off Debt While Building Wealth

<http://attendee.gotowebinar.com/register/5825766068262285326>

Overview- Struggling with bills, raising debt, difficulty contributing to savings? Learn to develop financial strategies on paying off debt and building personal wealth.

Objectives- viable debt repayment strategy, set and track short/long-term financial goals, setting milestones to paying off debt and build savings, prioritize effective use of disposable income, and more.

*Part of the "Dinner and a Webinar" series. See attached recipe to make attending a little easier!

Monday

October

26

10:00 AM

Becoming a Team Player

<http://attendee.gotowebinar.com/register/7918639172733920014>

Overview- Co-workers often have many differences, but must work together as an effective team. Understanding the tools needed to build a team can help any group form a cohesive team.

Objectives- identify your strengths and areas for improvement, learn how to avoid most common team problems, learn how to work effectively with others, learn how conflict forms, and more.

Thursday

October

29

6:00 PM

*Parenting a Child With Special Needs

<http://attendee.gotowebinar.com/register/5700366767114473230>

Overview- Parenting a child with a disability can be tough, but you are not alone, there are resources to help. Get support, get in touch with your feelings, and how best to help your child.

Objectives- coping tips, expectations, techniques for acceptance, planning for your child, seeking respite for you and your family, finding guidance, resources, and support.

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MISS DOESN'T MEAN MISS OUT!

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www.mybenefitsnm.com/EmployeeAssistancePlan.htm (mid-page, look for "New Webinar")

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Dinner And A Webinar – we provide you with a healthy and easy recipe so you can spend your evening with us enjoying a little Evening webinar.



Friday

November

6

6:00 PM



*How to Make a Habit a Success

<http://attendee.gotowebinar.com/register/3349533941582461455>

Overview- Do you check to see if your current situation aligns with your work/life goals? Learn to develop new success habits that move you towards your goals to achieve better results in your work/personal life.

Objectives- Identify 12 steps to a successful life, learn to, accept mistakes while remaining motivated cultivate belief in your capabilities, identify daily habits that will make success possible, and much more.

Tuesday

November

10

10:00 AM

Talking To Kids About Violent Events with Widespread Media Coverage

<http://attendee.gotowebinar.com/register/6448674590236592655>

Overview- Provide guidance on whether you should discuss these events with your children, or try to shield them from the news?

Objectives- Learn to help kids choose how they understand the world; to help kids build resilience; to encourage a positive understanding of mental health; and help kids discuss polarizing topics.

Thursday

November

12

6:00 PM

*Being Part of a Multigenerational Team

<http://attendee.gotowebinar.com/register/8628497074232786959>

Overview- Explains the different working styles, preferences, and how each generation expects to be treated as employees. Understanding helps each person contribute to team success.

Objectives- To recognize the generational differences, strengths and challenges Seniors, Baby Boomers,

Tuesday

November

17

10:00 AM

Laughter, Humor and Play to Reduce Stress and Solve Problems

<http://attendee.gotowebinar.com/register/3404808590134166799>

Overview- Laughter, humor and play are valuable skills, together they can improve our happiness and effectiveness. Humor can be used as building blocks for problem solving.

Objectives- To understand how to use laughter to improve cardiovascular health, and reduce stress; using

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Managing Worry and Anxiety

<https://attendee.gotowebinar.com/register/6732011038651865103>

Overview- Worries are thoughts about the future that generate fear, but are generally overblown and focused on hypothetical problems. Chronic worry that begins to impact the quality of life becomes “anxiety”, and well-intended suggestions to “stop worrying” or applying common stress management techniques are mostly ineffective.

Workshop Objectives- Understand how worry and anxiety function as a mental habit, become familiar with strategies to acknowledge, accept and work with it.

Thursday

DECEMBER

2

10:00 AM