

Corporate Health Consulting

Our offer



Corporate Health Management

This is our way to support you, your managers and your employees



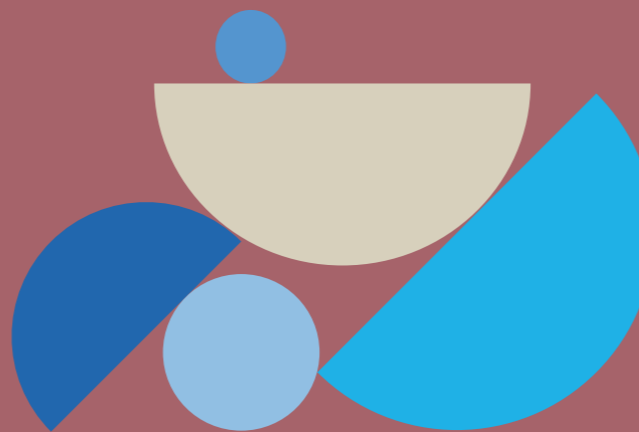


CHM Assessment

Analysis of the status quo situation

After you have completed the Corporate Health Management (CHM) assessment, we jointly determine the Corporate Health Management topics for which you have development potential and provide you with initial recommendations for action. The assessment also serves to define the next steps of the cooperation.

- Presentation of the results of your CHM assessment (actual analysis)
- Absences and their costs (absence cost calculator)
- Opportunities and benefits of CHM
- Recommendations
- Definition of cooperation



CHM Presentation

Recognizing opportunities and benefits

Are you at the beginning of implementing a CHM or do you lack arguments for its implementation? With our awareness-raising unit, we advise and explain the advantages of Corporate Health Management.

- Health in the context of working environment
- Absenteeism and its costs, consequences, and challenges
- Opportunities and benefits of Corporate Health Management
- Corporate Health Management: what stage are you at?



Reflection Workshop

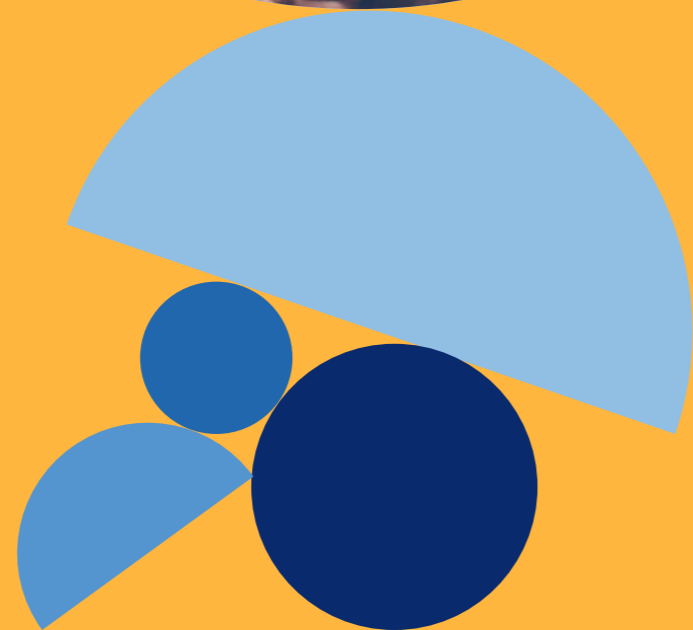


Reflection Workshop

Developing solutions in a participatory manner

Your employees develop measures based on the results of an employee survey. They are actively involved in finding solutions to improve well-being at work.

- Discussing resources and burden in everyday working life
- Active promotion of well-being at work
- Possibility of participation in the development of proposed solutions



Health Circle

Developing solutions in a participatory manner

What resources and stressors are present in your company? Your employees develop measures based on current operational challenges.

- Discussing resources and stressors in everyday working life
- Active promotion of well-being at the workplace
- Possibility of participation in proposing solutions



Analysis Workshop

Creating serenity through systematic

You have already implemented several CHM measures, but lack a systematic approach? We support you in the systematic planning of your Corporate Health Management measures and help in their evaluation.

- Analysis of the current situation
- Definition of target situation
- Theory input (impact model, goals etc.)
- CHM action goals



Strategy Workshop

With structure and goals towards the future

A strategy helps to achieve the CHM goals. We support you in the development of a Corporate Health Management strategy and show you which measures will achieve which effects.

- CHM theory inputs (impact model, goals, action etc.)
- Analysis of the current situation
- Definition of the targeted situation



Absence Management

Have the absences under control

Absence management is an important pillar in Corporate Health Management. You will receive support in planning, setting up and further developing your absence management.

- Basics and structure of absence management
- Planning steps of absence management
- Database and evaluation
- Concept & guidelines
- Various processes



Dealing with Absences

Have the absences under control

You learn to recognize warning signs in employees and act accordingly. You feel confident conducting interviews with your coworkers and motivated to promote a positive culture and communication.

- Basic introduction and structure of absence management
- Absences in Switzerland
- Models, processes, discussions on absences
- Early detection and influence on absences



Burnout

Effective prevention

Those affected feel drained, emotionally exhausted and are often absent for longer periods. It does not have to be this way: we raise awareness about burnout and its warning signs to take proactive action.

- Burnout and its phases
- Workplace stressors & burdening work attitude
- Personality traits & risk of burnout
- Physical and mental health
- Prevention guide



Corporate Culture

Develop values and live them on a daily basis

Corporate culture shows what a company stands for and what is important to it. It also plays an important role in the way employees think, feel and act. In this module you will actively examine your corporate culture and the associated values. You will also develop concrete measures to ensure that the values are lived within the company.

- Corporate culture, values and behaviors
- Analysis of the status quo
- Initiatives to implement the “focus behaviors” in the team
- Self-assessment regarding behaviors



Healthy Leadership

Healthy, motivated, and productive employees

Managers have a significant influence on the health of their employees. In this module, which is designed for managers, you will learn how work, health and leadership are linked, what characteristics of healthy (self-) leadership are and what your influence as a manager can be.

- Work, health & leadership
- Advantages of healthy leadership
- Attitude & fields of action of healthy leadership
- Role model function and healthy self-leadership
- Self-reflection exercises



Mental Health

Mastering life with strength

Mental health is an important factor for a satisfying life - also in the working world. In this module you will learn the most important facts and figures about mental disorders and their work-related influencing factors. You will be able to make mental health a topic in the team as well as recognize early signs and react appropriately.

- Mental disorders in the workplace
- Risk factors and early signs
- Possibilities of influence as leaders



Well-being and Home office

Create work-life balance and efficiency at home

Home office is no longer rare. Although working from home has many advantages, there are also challenges to deal with. In this module, you will familiarize yourself with the benefits, challenges, strategies for coping with stressors in order to find the optimal self-organization while in home office.

- Facts and figures
- Stress and protective factors
- Dealing with stressors in the home office
- Self-management in the home office



Resilience

Learn, develop, and strengthen resilience

Resilience is on everyone's lips: the ability to overcome difficulties by drawing on one's own resources. In this module you will learn about resilience, its benefits, and the most important factors. You will learn which methods are available to strengthen your own resilience and that of your employees in everyday work.

- Importance of resilience in the workplace
- Model of the seven pillars of resilience
- Approaches to a resilient attitude
- Strengthening and building resilience
- Self-reflection exercises



Stress and Recovery

Have resources and burdens under control

Stress has a detrimental effect on our well-being and health. To improve the way you cope with stress, you will learn in this module what stress exactly is, what your personal stress triggers are and how to deal with them. You will learn strategies for recovery, cognitive restructuring, and targeted stress management.

- Stress, work and health
- Time and self-management
- Mental stress management
- Relaxation and recovery
- Resources and approaches from positive psychology



Esteem and Recognition

Promote an appreciative approach

Appreciation is an important resource in everyday work. In this module you will learn how appreciation is related to health and work and how to adopt an appreciative attitude towards yourself and others. You will be motivated to live more appreciation in your everyday work.

- Influence of appreciation on health and work
- Appreciation budget
- Inner attitude
- Forms of recognition
- Implementation in everyday work
- Constructive feedback



Achievements and Results

Systematically review CHM-measures

To sustainably anchor CHM within the organization, it is important to continuously evaluate the measures taken. During the evaluation meeting, we discuss the defined goals and implemented measures in order to define further steps.

- Application of the CHM impact model
- Evaluation of measures based on predefined parameters
- Definition of additional optimization and development measures



And much more...

Would you like to know more or would you like a personal consultation?

Send us a message to corporate.health.consulting@zurich.ch. We look forward to hearing from you.

