



# Wellness Service Guide

*Better Than Before in 2024*



Health Fitness Concepts  
The Northeast Division of Integrated Health 21  
[www.Integratedhealth21.com](http://www.Integratedhealth21.com)  
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## ABOUT US



Health Fitness Concepts, RN LLC (HFC) has served the corporate community for the past 38 years; screening, educating, and inoculating hundreds of thousands of individuals for tens of thousands employer groups. HFC has joined forces with Integrated Health 21 (IH21) and become Health Fitness Concepts - Northeast Division of Integrated Health 21. Integrated Health 21 is based in Pittsburgh, Pennsylvania and is a regional leader in wellness services with current offices in Pittsburgh, Milwaukee, Syracuse and Elmsford, New York.

With over a half century of experience delivering wellness, together HFC and IH21 brings forth a best in-class wellness provider with enhanced service offerings and the ability to seamlessly serve companies nationwide.

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## ON-SITE CLINICAL

### FINGERSTICK BIOMETRIC SCREENING

**Biometric Screening** (\$57 non-fasting, \$59 fasting, Additional hours \$145, 30-minimum)

Biometric screenings include blood tests (with immediate results), blood pressure, body fat / body mass index, height, weight, and waist circumference. The screening provides risk markers for diabetes, heart disease, high blood pressure, and obesity. Often through these screenings, individuals with critical risk are identified and referred to their private physician for follow-up testing. For all others, the testing serves to determine risk levels and reinforce the need for regular preventive exams.

The fasting test includes Total Cholesterol, HDL (good cholesterol), LDL (bad cholesterol), glucose, triglycerides, and a heart disease risk ratio. The non- fasting blood test eliminates the LDL and Triglycerides since these are affected by food consumption. Result health counseling is provided at the time of testing. Approximately 12 to 15 minutes is needed to complete the screening. Aggregate reporting for participation of 30 or more.

### ENHANCEMENT TO FINGERSTICK BIOMETRICS:

**A1c Diabetes Screening** (\$30 each. *Must be purchased in conjunction with Biometric Screening*)

A1c screening is an add on to Biometric events for individuals found to have high glucose readings. This screening provides a snapshot of blood glucose levels over the past 3 months without the need for fasting. Hemoglobin A1c screening is used for the detection of diabetes and pre-diabetes.

**Cotinine (Nicotine)** (\$25 each)

Cotinine testing checks for the presence or absence of nicotine in the blood. This is a qualitative test with results reported as a positive or negative.

**Prostate Specific Antigen (Male > 45)** (\$35 each)

PSA is a substance made by the prostate. The levels of PSA in the blood can be higher in men who have prostate cancer or chronic inflammation.

**Thyroid Stimulating Hormone (Female)** (\$13 each)

TSH blood test is used to find out how well the thyroid is functioning. Hyperthyroidism (overactive) or hypothyroidism (underactive) can be determined.



## ON-SITE CLINICAL *(Continued)*

### BIOMETRIC SCREENING ENHANCEMENTS

#### Venipuncture Blood Draws

Venipuncture blood draws (gold standard) are available on-site or by voucher to go to national lab partner locations. Results available within 72-hours, reviewed by MD and NP. Direct outreach to those with critical results.

#### A1c Diabetes Screening *(\$10 each)*

A1c screening is an add on to Biometric events for individuals found to have high glucose readings. This screening provides a snapshot of blood glucose levels over the past 3 months without the need for fasting. Hemoglobin A1c screening is used for the detection of diabetes and pre-diabetes.

#### Basic Panel *(\$63 each)*

Full Lipid & Glucose Screening- (Total Cholesterol, HDL, LDL, Triglycerides) and Blood Glucose, Blood Pressure Measurement, Measured Height / Weight / Waist (Calculated BMI). Result Coaching.

#### Comprehensive Metabolic Panel - Chem - 12 (fasting) *(\$70 each)*

In addition to the standard cardiac profile the Chem -12 looks at the overall health of the body and its metabolism and chemical balance. The test measures blood sugar, electrolyte and fluid balance, kidney function and liver function in addition to the standard cardiovascular profile. Blood draw includes; Lipid Profile (Total Cholesterol, HDL, LDL, Triglycerides) and Blood Glucose, Reflex A1c (glucose >110). Kidney panel, liver panel and blood calcium. Includes Blood Pressure Measurement, Height, Weight, Waist, and BMI ( Calculated BMI). Result coaching (5-7 minutes).

#### Enhanced Comprehensive Metabolic Panel - Chem - 23 (fasting) *(\$80 each)*

CHEM -23 is a comprehensive blood test used to provide valuable information about the general state of your health. Information obtained may be used to recommend dietary or lifestyle changes. This panel measures the blood levels of albumin, blood urea nitrogen, calcium, carbon dioxide, chloride, creatinine, glucose, potassium, sodium, total bilirubin, and protein, and liver enzymes (alanine aminotransferase, alkaline phosphatase, and aspartate aminotransferase). Lipid Profile (Total Cholesterol, HDL, LDL, Triglycerides) and Blood Glucose, Hemoglobin A1c (glucose >110). Kidney panel, liver panel and blood calcium. Includes Blood Pressure Measurement, Height, Weight, Waist, and BMI ( Calculated BMI). Result coaching (5-7 minutes).

#### Prostate Specific Antigen (PSA) Males >45 Venipuncture *(\$25 each)*

PSA is a substance made by the prostate. The levels of PSA in the blood can be higher in men who have prostate cancer or chronic inflammation.

#### Thyroid Stimulating Hormone (TSH) Females only as indicated *(\$30 each)*

TSH blood test is used to find out how well the thyroid is functioning. Hyperthyroidism (overactive) or hypothyroidism (underactive) can be determined.

**Ask about our off-site lab vouchers for those that cannot participate in on-site events!**

## ADDITIONAL ON-SITE CLINICAL OPTIONS

### Blood Pressure Screening *(3 hours \$625, Additional hours \$145)*

Blood pressure represents the pressure within the circulatory system. Chronic high blood pressure creates a high-risk environment for many internal organs, and if left untreated can result in heart attack, stroke, kidney damage or kidney failure. High blood pressure is known as a silent killer because the individual rarely feels symptoms. A registered nurse will check BP and counsel individuals.

### CPR/AED Training or First Aid Training *(\$110 per person, 10 minimum)* CPR/AED/First Aid Training *(\$130 per person, 10 minimum)*

Prompt response during an emergency can mean the difference between life and death. An individual trained in CPR, AED use, and First Aid can take control in a crisis delivering care that is needed to sustain life until advanced medical treatment arrives. CPR certification provided through the American Heart Association is valid for 2 years, First Aid certification through the American Red Cross is valid for 1 year. The American Red Cross is now requiring the Participants First Name, Last Name, and email address to issue certifications. A roster is required with this information.

### Flu Vaccine

Flu shots remain the most effective way to protect you and your family against the flu. More and more US companies and health insurance plans are embracing onsite vaccination events to provide convenience and to assure that as many employees as possible are protected against the flu. Quadrivalent, Preservative-Free and High-Dose (65 years and older) vaccines available. Events can be held for as few as 20 participants. HFC will submit claims for payment for members of Aetna, Mohawk Valley Health Plan, Oxford, Medicare NY Primary Part B, and UnitedHealthcare, significantly reducing the cost for you to protect your population. Other Vaccines Available, Pneumonia, Shingles, TB testing. Contact HFC for details.

## GENERAL WELLNESS

Assist staff to be the best they can be through healthy on-site offerings. Still have a hybrid work environment? Combine the on-site services with virtual service to reach those working outside the office.

### 1. Aromatherapy *(ONLY available in Manhattan)* *3 hours, \$895/ \$225 per additional hour*

Learn about the benefits of Essential Oils and how they can be used in everyday life.

Participants make their own sachet of dried flowers. 25 sachets provided at no cost.

Additional sachets are available- 50 for \$100.

### 2. Ask a Registered Dietitian *3 hours, \$875/ \$225 per additional hour*

Got questions? Our experts have answers with no appointment needed. Simply stop by and ask our credentialed registered dietitians' questions related to your personal health goals, healthy eating tips, or simply clearing up some of the confusion and debunking those nutrition myths. Requirements: Six-foot table and one chair.

### 3. Behavior Change 101: Ready, Set, Change *3 hours, \$1,250/ \$225 per additional hour*

When it comes to changing a behavior, it's important to understand where you currently are In your readiness to make change. Changing behavior will be addressed using the Stages of Change model as a tool to understanding awareness of current behavior, readiness to change, and how to take action with sustainable results. Requirements: Six-foot table and one chair.

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## GENERAL WELLNESS *(continued)*

### **4. Colon Cancer Screening (>45-FIT KIT)**

*(\$52 each) No fee for unused kits.*

Fecal immunochemical tests, or FIT tests, are at-home colon cancer tests. FIT tests are used to identify the presence of blood in the stool, which can originate from bleeding anywhere in the gastrointestinal tract. Blood in the stool is a symptom of colon cancer. It is not always visible to the naked eye, but identifying it may help to indicate cancerous or precancerous cells in the body. The FIT Kit is processed at a CLIA certified lab and results are delivered in 3-5 days after the sample is received.

### **5. Cooking Class**

*On-site 1 hour, 25 participants \$1,250*

*Virtual 1 hour, 100 participants \$1,150*

No kitchen? No problem! This one-hour cooking class in a conference room is perfect for any environment. Hot or cold cooking formats available and everyone gets a taste with our appetizer-portion sampling. Participants attend a live cooking demonstration and learn to cook healthy seasonal food. Classes are conducted by a registered dietitian and offer relevant nutrition information on the health benefits of the planned menu ingredients. Menu selections are tailored to the preferences of the population. Requirements: Designated room or screened in area with six-foot table near an electrical outlet. Resource Materials: Nutrition education materials, recipes, three menu selections and product display. Food samples include a tapas sized plate inclusive of all three selections.

#### **Cooking Class Topics**

BBQ Well – Sides, Sauces & Main Courses  
Build-A-Better Breakfast  
Comfort Foods Made Healthy  
Diabetically Delicious  
Dig Into Dark Chocolate  
Everyday Eats for Healthful Family Meal Planning  
Get to Know Your Kitchen Gadgets *(Virtual Only)*  
Global Cuisine Made Healthy  
Gluten-Free Desserts  
Have Your Cake and Eat It, Too: Healthy Desserts  
Healthy Happy Hour: Dips & Mocktails  
Make-ahead Breakfast  
Make-ahead Snacks  
Mediterranean Destination  
More Comfort Foods Made Healthy  
Party Perfect: Appetizers Made Healthy  
Plant-based Meals  
Quick, Easy, Fresh: Everyday Meals in Minutes  
Quick, Easy, Fresh: Holiday Meals in Minutes  
Stretching Your Pantry  
Taco Time in No Time

### **6. Cooking Demonstration**

*3 hours, \$1,500/ \$225 per additional hour*

Participants attend a live, flow format cooking demonstration delivered by a chef/ registered dietitian. The program includes nutrition education on the health benefits of the menu in conjunction with a live cooking demonstration.

### **7. De-stress at Your Desk**

*3 hours, \$825/ \$225 per additional hour*

Aching necks? Sore wrists? From lower back pain to swollen feet, there are many possible physical side effects of sitting at desks for prolonged periods of time. This station teaches event participants easy stretches and movements to relieve their most obvious areas of contraction and stress.

### **8. Hybrid Cooking Class (On-site only)**

*1 hour, 25 participants \$750*

Select your favorite nutrition education seminar and add a quick, easy and fresh food demonstration! Lectures are 30-minutes in length followed by a 15-minute demonstration with time left over for taste testing and Q&A. Choose from our seasonal favorites below.

BBQ Sides, Sauces & Main Courses

Building a Heart Smart Pantry

Dig into Dark Chocolate

Dining Solutions for the Holidays

– Mocktails and Appetizers

Eating for Energy: Dips at Your Desk

Eating for Wellness

Eat This, Not That

Kitchen Skills 101

Mindful Eating

Nutrition for Kids & Family Meal Planning

Shake It Up! Antioxidants & Power Smoothies

### **9. Know Your Numbers Trivia Game**

*3 hours, \$1,250/ \$225 per additional hour*

Know Your Numbers and be well from the inside out! Stop by this station and play the Know Your Numbers interactive game and learn all about it! The program includes information on understanding what your numbers mean and how to improve them through lifestyle factors. Additionally, information on healthful snacking for diabetes prevention and management will be included! This program pairs well with nutrition counseling and/or a biometric screening event.

### **10. Massage OR Reflexology**

*3 hours, \$625 per therapist/ \$145 per additional hour per therapist*

A great way to welcome your workforce back to work. Help to reduce stress, soothe muscles, and reduce tension. Sessions can be 10, 12, or 20 minutes. Events over 4 hours, therapist(s) require breaks. (Will be shown in proposal) Massage targets neck, shoulders, arms. Reflexology targets hand massage.

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## GENERAL WELLNESS (continued)

### 11. Meditation Corner

**3 hours, \$825/ \$225 per additional hour**

An interactive program to cultivate peace of mind in the moments when it really counts – amidst everyday chaos! Participants learn easy ways to balance their energy, clear their minds and optimize their overall state of being with meditation using a combination of breath and attention focusing techniques.

### 12. Mindfulness Corner

**3 hours, \$825/ \$225 per additional hour**

Mindfulness can bring a sense of calm, clarity and connectedness to every aspect of one's life while allowing individuals to feel more present. Participants are introduced to the concept of mindfulness and walk away with an understanding of how it can help them be fully present, aware of their actions and whereabouts, and not overly reactive or overwhelmed by what's going on around them. The program is conducted in flow format and includes and interactive mindful eating exercise (3-hour minimum).

### 13. Nutrition Counseling

**On-site 3 hours, 12 participants \$625/  
\$175 per additional hour Virtual 3 hours,  
12 participants \$625/ \$150 per additional hour**

Offered independently or following on-site biometric screenings, registered dietitians counsel participants based on the clinical interpretation of test results (if applicable) and provide targeted recommendations for optimal health. Participants receive an analysis and evaluation of their nutritional intake together with relevant nutrition information.

### 14. Preventative Wellness Evaluation

**\$190/participant**

The Preventative Wellness Evaluation provides each employee the opportunity to undergo a detailed health risk assessment by a Certified Registered Nurse Practitioner (CRNP). The CRNP will compile a comprehensive health profile before meeting with each individual to discuss the results. Includes:

- Customized Lab Panel
- Evaluation with a Nurse Practitioner via Telehealth video
- Review of lab results, health history, surgical history, family medical history, medication list, and mental health screening tools
- Personalized Comprehensive Health and Wellness Plan
- Concierge and Referral to Primary Care Physician, EAP, or appropriate support services
- 4-week follow up

### 15. New! Promoting Positivity

**3 hours \$1,250 / \$225 additional hour**

Ready to promote positivity? Start by learning how to think more positively, then share your positivity with others. Make positivity contagious with interactive exercises that will encourage a more positive outlook and help you to reset your mindset.

### 16. Virtual Fitness Training

**1 hour, \$85 (1 participant) 1 hour,  
\$130 (Partner Session - 2 participants)**

Professional programs include exercise demonstrations with partner and individual training sessions and an array of fitness services from exercise injury prevention, general strength and conditioning and enhanced sports performance. The trainers come from multidisciplinary backgrounds and excel serving clients regardless of age or ability to reach and surpass their fitness goals.

### 17. Wellness Jeopardy

**3 hours, \$1,250/ \$225 per additional hour**

Wellness Jeopardy provides a fun and interactive platform to promote topics such as healthy nutrition, benefit programs and more. A customized Jeopardy Board Game is provided to engage participants and ensure they leave with information about healthy nutrition and more. Requirements: Six-foot table and one chair. Client to provide large, wall-mounted screen monitor or projector with large screen, connected to a laptop with USB drive capabilities. Includes: Jeopardy Board and 3 cookbooks to serve as raffle items. Additional prizes available.

### 18. Yoga

**1 hour, \$325 up to 20 Participants (On-site or Virtual)**

A potent alignment-oriented practice that emphasizes alignment and breath while entering, holding, and leaving a posture. Yoga uses postures and stretches in combination with the breath while holding the poses to develop flexibility and relaxation.



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## NUTRITION AWARENESS STATIONS

### 1. BBQ Well

*3 hours \$1,250 / \$225 additional hour*

Everything you need to know about barbecuing healthfully! Participants learn how to prepare delicious dishes and desserts to serve when the temperatures heat up. The program includes information on food safety and healthy meal planning tips for seasonal celebrations. Requirements: Six-foot table and one chair.

### 2. Build a Better Breakfast

*3 hours \$1,250 / \$225 additional hour*

Participants learn about the best breakfast selections from cereals and breakfast sandwiches to antioxidant-rich smoothies! Nutrition experts will highlight the best purchase choices and menu choices. The program includes information on how to make healthier selections every day and includes visuals of the sugar and fat content of several popular breakfast options. Start your day on the right foot with a satisfying breakfast! Requirements: Six-foot table and one chair.

### 3. Build a Healthy Brown Bag Lunch

*3 hours \$1,250 / \$225 additional hour*

Participants learn how to build a well-stocked healthy pantry to create a week of healthy lunches. The program includes information on how to plan, cook, and shop for quick, easy, healthful lunches and snacks during the work week! Plus, learn about sustainable and portable container options for storing and transporting lunch beyond a traditional brown bag. Participants leave with a combination of healthy lunch ideas that are quick, easy and, above all, healthy. Requirements: Six-foot table and one chair.

### 4. Coffee Science and More!

*3 hours \$1,250 / \$225 additional hour*

Did you know that about 75% of Americans drink at least one cup of coffee a day? Participants learn about the potential health benefits and risks of consuming coffee, what the recommended amounts are, and the history behind this ever-so-popular beverage. The program includes an interactive display featuring various types of coffee and coffee beans, as well as recommendations on how to healthfully flavor your morning joe! Requirements: Six-foot table and one chair.

### 5. Dig into Dark Chocolate: Chocolate Health Benefits

*3 hours \$1,250 / \$225 additional hour*

Dig into the interesting facts about how this ancient ingredient can support one's health and mood. Participants will learn about the history of chocolate and its link to heart health along with information on how much is recommended, what type of dark chocolate is best, and what to look for on a label. Requirements: Six-foot table and one chair situated near an electrical outlet

### 6. Eating for Energy

*3 hours, \$1,250/ \$225 per additional hour*

Participants learn how to eat well to increase energy throughout the work day. The program includes information about lifestyle and health factors that influence energy and overall wellness, healthful snack solutions and information on how to use the hunger scale for maintaining energy throughout the day. Requirements: Six-foot table and one chair.

### 7. Healthy Hydration

*3 hours, \$1,250/ \$225 per additional hour*

It's time to rethink your drink! Choosing a beverage that you enjoy and is hydrating and healthy can be a daunting task when you consider all the available options at grocery stores, restaurants, coffee houses, and vending machines. Learn how much you should aim to drink per day, best sources of hydration, and which drinks can be high in added sugars. The program introduces a variety of beverages that provide good sources of hydration while limiting added sugars and calories. Recipes for homemade fruit/ vegetable waters and iced herbal teas are included. Requirements: Six-foot table and one chair.





## NUTRITION AWARENESS STATIONS *(continued)*

### **8. New! Longevity Lifestyles**

**3 hours, \$1,250/ \$225 per additional hour**

Want to learn how to be a healthy, active adult as you continue to age? Several lifestyles have been shown to promote longevity, including the Mediterranean Diet, DASH Diet, and the Blue Zones. Learn the secrets of these longevity lifestyles and how you can add years to your life starting with small changes you can make today. Requirements: Six foot table and one chair.

### **9. New! Menu Sleuthing: Eat This with That**

**3 hours, \$1,250/ \$225 per additional hour**

Have a restaurant menu in hand but not sure what to order? Or need to grab and go but not sure what to grab? Participants will become menu detectives by learning how to read a menu to make the best choices when ordering out. Review key words to look for, how to choose a healthy meal, and simple swaps or add-ons that can help you meet your health goals while still enjoying a delicious meal. Whether you dine out, take out, or want to grab something quick to go, participants will be able to order with confidence. Requirement: Six-foot table and one chair.

### **10. New! Mocktail Hour**

**3 hours, \$1,250/ \$225 per additional hour**

Looking to cut back on alcoholic beverages? Learn how to make delicious mocktails to serve at your next event or simply enjoy on your own as you unwind. Now that's something to celebrate - cheers! Requirements: Six-foot table and one chair situated near an electrical outlet.

### **11. Serendipitea: Soothing Teas & Tisanes (Herbal Teas)**

**3 hours, \$1,250/ \$225 per additional hour**

Participants learn about the health benefits and history of tisanes along with black and green teas. Both iced and hot tea samples are provided. The program includes nutrition information, health benefits of tea, and Q&A with a Registered Dietitian. Featuring specialty teas from around the globe. Requirements: Six-foot table and one chair situated near an electrical outlet.

### **12. Shake It Up!**

**3 hours, \$1,250/ \$225 per additional hour**

Shake it up for optimal health! Participants learn about the benefits of super smoothies and how to prepare quick and healthy nutritious blends featuring a variety of delicious ingredients. Participants receive tastings of delicious and nutritious smoothies while learning to incorporate superfoods into their diet to obtain maximum health benefits and nutrition. Requirements: Six-foot table and one chair situated near an electrical outlet

### **13. Strange & Healthy Foods**

**3 hours, \$1,250/ \$225 per additional hour**

Have you heard of acai, kamut, mangosteen or sun-chokes? If you have not... join us on a food adventure! Many people have an adventurous spirit, but perhaps not always when it comes to food. People tend to eat what they know how to prepare and they may be reluctant to invest in a new food if they're not sure how it tastes or even how to eat certain unknown foods. Attend this session and learn how to eat adventurously for good health! Requirements: Six-foot table and one chair.

### **14. Supermarket Savvy**

**3 hours, \$1,250/ \$225 per additional hour**

Participants learn about the best foods and food products for energy and wellness. The program includes information on recommended food products, how to read a food label, shopping lists, and more. An interactive display of recommended products will be provided. Requirements: Six-foot table and one chair situated near an electrical outlet.



## WALK AND WIN ACTIVITY CHALLENGES



HFC's Activity Challenges provide an online forum to engage employees in a fun, healthy activity where they capture their physical efforts and earn rewards for staying active!

### Highlights

- User-friendly, low-to-no-maintenance platform
- Over 60 virtual map-based challenges to choose from
- Over 100 exercises which can be converted into steps
- App syncs with most wireless step-tracking devices
- Serves any number of employees worldwide
- Challenges can be individual, or team-based
- Incentives/prizes (Amazon e-gift cards) managed by HFC

### Pricing

Our pricing model is dependent upon your expected participation- up to whatever number of walkers you select are included in the price, and any additional walkers would be billed for at the end of the challenge (usually around \$16 each, depending on expected participation). Incentives are not included in the base costs. Please see below for some examples.

# Walkers	Cost	Cost per additional
25	\$1,700	\$16
50	\$2,099	\$15
100	\$2,848	\$14
200	\$4,197	\$13

### Incentives

HFC can handle incentives in the form of Amazon e-gift cards - any other type of prize would need to be bought and distributed internally. Since shipping is not a factor, the total cost of your incentives is what you pay. The gift card amounts and quantity can be customized however you would like, but our usual format is as follows: one random winner each week (\$25 - \$50 each), and a raffle for everyone who met the final step goal at the end of the challenge, 3-5 winners (\$100 each). If the quantity of gift cards we're distributing for your challenge meets or exceeds 25, there would be an additional admin fee of \$125, though this is rarely the case for the majority of programs.



## DATA MANAGEMENT

Online Data Management is included with the purchase of Biometric Screening services.

### Included

- Full Data Services – Collect/manage all biometric data, real-time data capture, Hi-Trust and SOC-II Data Storage
- Standard Online Results – Access through our secure web portal
- Standard Completion Reporting – Participation-Based, monthly + Manager access to pull reports

### Additional Add-Ons

Basic Results Packet (Paper) \$3.50 per packet

- Individual Results
- Lab Definitions
- MD Lab Letter

Comprehensive Results Packet (Paper) \$10.50 per packet

- Individual Results
- Lab Definitions
- MD Lab Letter
- Cardio Risk Profile Heart Age

### Priced per Proposal

- Multi Year Aggregate Reports
- Data Feed Customization
- Comprehensive Employer Aggregate Report



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## PERSONAL HEALTH DASHBOARD

The user-friendly participant Personal Health Dashboard offers a customized experience that helps ensure high participation rates. Some highlights include:

- Flexible, easy access
- Registration Scheduler
- Lab Management
- Health Education Programs
- Outcomes Based Incentive Tracking
- Manager dashboard for real-time progress
- Scheduled Reporting
- Mobile Friendly
- Broadcast email capabilities
- Ability to upload historical data
- Customer service response and support
- Online results
- Single Sign On (SSO) Capabilities
- Capability to offer optional tests
- Marketing Templates to Promote Services
- Custom Branding

Secure personal accounts enable participants to track their progress over time and take an active role in managing their health. Our Platform adheres to the strictest HIPAA and security standards including HITECH, HITRUST, SOCII certification, and rigorous audit processes from national health plans, financial firms, government contractors, and biotechnology companies.

### How the Platform Works for You

The Platform provides comprehensive program management that includes automated personalized interactions, user-friendly screening options, and efficient incentive management. Our services also include data integration to ensure transparency and sustained engagement through our vast network. Our solutions enable you to:

### Streamline Program Management

Orchestrate and manage health measurement programs from a single location. Clients will also have a designated client manager to assist with managing reasonable alternative programs. This includes:

- Conducting a comprehensive review of participant data
- Tracking and reporting participation completion
- Sending reminder mailings to non-compliant participants
- Tracking compliance and completion
- Conducting high-risk outreach
- Coordinating special rules/appeal processes for employees when applicable

### Included

- Comprehensive Wellness Dashboard
- Wellness Education
- Know Your Numbers Self-Care Tool
- Health Risk Assessment (HRA)
- Challenges
- Health Management System



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## COMPREHENSIVE WELLNESS PLATFORM

Comprehensive Wellness Dashboard provides secure customizable platform to manage all aspects of your wellness program. From scheduling to promoting to housing health data and providing a library of health resources. All features and services can be selected individually or bundled to provide a custom fit for your wellness offerings.

### Pricing

Implementation: \$2,500

Single Sign-On: \$1,500

### Included

- Event Management System
- Health Risk Assessment
- Reminders & Communications
- Customer Service
- Health Coaching: Inbound communications/questions with IH21 Health Coach ("Ask a Health Coach")
- Secure Participant Access to Results (ability to share with Healthcare Provider)

### Additional Add-Ons

- \$2.00 PEPM
- Personal Health Dashboard - "Know Your Numbers"
- Monthly Newsletter
- Inbound Health Coach Calls
- Educational Resources

### Incentive Tracking

- Participation-Based - \$1.00 PEPM
- Outcomes-Based/ Reasonable Alternatives - \$2.00 PEPM

### Challenge Platform

- \$0.75 PEPM
- 3, 6, or 12-month incremental periods

### Educational Programs

- \$0.75 PEPM
- 3, 6, or 12-month incremental periods

1- 250-participant minimum. \$1.00 with 500-participant minimum.



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## EVENT MANAGEMENT SYSTEM (EMS)

Don't have the budget or need all the bells and whistles of the Comprehensive Wellness Platform, but need help tracking and promoting your wellness offerings? Our Event Management System (EMS) is for you!

Our Event Management System is a secure customizable online scheduling system that is mobile friendly, SOC II and HiTrust compliant, and allows for real-time review of results with the ability to share results with healthcare providers. Features and services can be selected individually or bundled.

It is designed to simplify the process of hosting health and wellness events by streamlining the event registration process, managing scheduling and communication, and providing onsite support. The system includes customizable registration forms, appointment scheduling, automated event reminders, and real-time data tracking and reporting. It is mobile friendly, allowing event participants to view their appointments and receive notifications. Overall, the EMS is aimed at providing a seamless and efficient event management experience for both event organizers and attendees.

### Branding

EMS allows for custom branding at no charge. This includes features such as a vanity URL, corporate logo in the header, and custom content in the footer, public-facing color scheme, background images, and sample campaign content.

### Communications

EMS includes 30 communication templates for email or SMS (text), electronic consent capture customization, a manager dashboard to monitor event progress in real-time, broadcast email capabilities, and marketing templates to promote screenings. These tools help clients to streamline their event management processes and enhance their communication with participants.

### Pricing

Implementation: \$1,500

Single Sign-On: \$1,500

### Included

- Custom Branding
- Event Scheduler
- Reminders & Communications
- Customer Service
- Manager Admin Access
  - Secure Participant Access to Results  
(ability to share with Healthcare Provider)



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## SMOKING CESSATION - SMOKE FREE FOR LIFE

Smoke Free for Life is a 7-session smoking cessation program. The first 6 sessions are weekly for 6 weeks. The seventh session is a one month follow up. The program would be run as a group webinar with up to 12 participants in each group. Smoke Free views quitting as a process. Putting down your cigarette for the last time is an event.

Staying quit is the challenge. The first two sessions of Smoke Free for Life focus on the preparation to quit – making plans and building a solid foundation through knowledge and skills. Participants will quit at session three. The next three sessions are devoted to staying quit and living a healthier and more rewarding life. The final session is a follow-up.

Sessions are 45-minutes to one hour.

- Session 1 - Get Ready to Quit
- Session 2 - The Habit and Addiction/My Quit Plan
- Session 3 - Quit Day
- Session 4 - The First 48
- Session 5 - The New you Renovation
- Session 6 - Staying Quit
- Session 7 - One Month Follow-Up

### Pricing

Flat Rate per course

\$1,200 (maximum of 12 participants)  
Each additional participant is \$165.

\$35 per person for course packet includes:

- Smoke Free for Life Manual
- Survival Kit (stress ball, gum, candy, straws, etc.)
- Educational pieces and worksheets referenced during course
- Instructor biography



## VIRTUAL WELLNESS / HEALTH FAIR

Let's keep wellness front and center! With so many employees working remotely our virtual health fair is a scalable solution that provides an engaging and informative experience. The Strive Health Fair is a place where people can learn from our experts and engage together in an interactive forum. We love health fairs, they are like a party at work, bringing people together even if they are working remotely! Relax and enjoy.

### Strive Health Fair Features

- Customized URL and Registration Page
- Dedicated Program Manager
- Fair MC
- Live Mainstage Events (45 minutes)
- Practitioner Commenting
- Reporting
- Rewards & Incentive Management
- Prizes included in each package
- Interactive Exhibit Booths

### How Does the Strive Health Fair Work?

The Virtual Health Fair has a lot to offer. Participants will have an opportunity to attend live scheduled sessions on the Mainstage and to browse through Exhibit Booths and Custom Vendor Booths. Peruse the Library, chock-full of information, recipes, and resources. To keep participants moving forward, the Event Feed pulls it all together - it's where activity happens.

**Event Feed** - Keeping participants up-to-date on the Virtual Health Fair is what the Event Feed is all about. Look for posts on what to expect, the schedule, raffle prize winners, and more.

**Library** - Relevant educational handouts are available throughout the program in the Library.

Users may view them on their browser, download and save them, or print them, if they choose. Want to include your own materials or benefits forms? We can customize to include your resources.

**Mainstage** - Our live speaker series takes place on the Mainstage and covers relevant topics with subject matter delivered by experts in their field. Your sessions are moderated by a dedicated Host who will introduce the session and speaker and moderate the Q&A. Each session is scheduled for 45 minutes (30-minute session and 15-minute Q&A). Miss a session? No worries! Recordings of all the live sessions and event-related information are posted in the Event Feed for viewing at your convenience. information are posted in the Event Feed for viewing at your convenience.

### Price Structure

#### Tier 1: \$5,995

- 1 Day- 3 hours of live Mainstage Events
- Open for 5 Business Days
- 5 Exhibit Booths
- Includes \$275 in Prizes
- Up to 1,500 Participants

#### Tier 2: \$7,495

- 1 Day- 3 hours of live Mainstage Events
- Open for 4 weeks
- 5 Exhibit Booths
- Includes \$275 in Prizes
- Up to 1,500 Participants

#### Tier 3: \$9,995

- 2 Days-3 hours of live Mainstage Events per day
- Open for 5 Business Days
- Health Fair Kit
- 5 Exhibit Booths
- Includes 3 additional Door Prizes for Day 2, totaling \$350 in Prizes
- Up to 1,500 Participants

#### Tier 4: \$12,595

- 2 Days- 3 hours of live Mainstage Events per day
- Open for 4 Weeks
- Health Fair Kit
- 5 Exhibit Booths
- 2 Customizable Booths (EAP, Healthcare etc.)
- Includes 3 Additional Door Prizes for Day 2, totaling \$350 in Prizes
- Up to 2,500 Participants

**Demo required before booking!**



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## SEMINARS / WEBINARS (\$595-\$825 depending on topic)

1-hour live sessions with topic experts. Q&A time worked into the class. Webinars are recorded - recordings are available to share for 30 days from date of delivery. Virtual sessions available via Zoom or Webex depending on title.

## MENTAL HEALTH / STRESS MANAGEMENT (\$750)

### 1. Anxiety During Unprecedented Times

*(Webinar only)*

In this time of stress and uncertainty, many people are feeling more anxious. Some are experiencing anxiety for the first time, and others have seen their anxiety increase. In this session, we will discuss the symptoms and effects of anxiety, and highlight ways to address and manage it.

### 2. Compassion Fatigue

For many of us, our day-to-day jobs are not only physically exhausting, but also mentally exhausting. The class will guide you through what compassion fatigue is, the signs and symptoms and real-life strategies to combat the exhaustion in our everyday lives.

### 3. Connection Between Exercise & Mental Health

Exercise is great for our bodies and our hearts love it too! It boosts our immune system, helps to reduce our risk for contracting many diseases and just plain makes us look better. But, what can it do for our mental state? Come explore how exercise contributes to a healthy brain, what actually happens to our brain when we exercise and why it is so essential to our mental health.

### 4. De-stress at Your Desk

From lower back pain to swollen feet, there are many possible physical and mental effects of sitting at a desk for prolonged periods of time. This interactive class teaches participants easy stretches and movements in conjunction with breath work to relieve areas of contraction and reduce overall stress; leaving participants relaxed and ready for their next challenge at their desks!

### 5. Dealing with Mental Health Issues

Mental illness can affect your life and those around you. Whether it is a friend or loved one dealing with mental illness, there are things you can do to help clear a path for better living.

### 6. Dealing with Depression

*(Webinar only)*

Many people are feeling down and depressed during this difficult time. Stressful situations like this can exacerbate preexisting mental health conditions, and trigger them. Join us to identify the signs and symptoms of depression, recognize the stressors, highlight ways to address depression, and learn when and how to seek professional help.

### 7. Depression

Depression occurs in persons of all genders, ages and backgrounds. It's among the leading causes of disability worldwide and affects over 120 million people. In this seminar, we will discuss the causes, symptoms and impact of depression, as well as ways to both seek and receive help. Though depression can be reliably diagnosed, few of those affected actually receive the proper treatment. We will learn the barriers to treatment as well as ways to overcome them for a happier, healthier life.

### 8. Embracing Happiness

We have so many things at our disposal but are we really happy? This seminar focuses on what it means to be happy and provides insight into what we need personally to live a happy, more satisfying life.

### 9. Emotional Eating

Are you an emotional eater? This program will define what that is and identify reasons for it. Participants can explore their own personal food history and examine the relationship between mood and cravings. They'll also look at questions to heighten awareness of choices and determine their own eating behavior. For those who want to move out of emotional eating, there are identified steps, best practices and resources.

### 10. Emotional Intelligence

*(Webinar only)*

Research has shown that Emotional Intelligence (also known as Emotional Quotient or EQ) impacts relationships, job satisfaction, performance and overall well-being. In this program, participants will learn tangible ways to strengthen self-awareness, self-regulation, social communication, and empathy to connect with themselves and others on a deeper level.

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## 11. Extinguishing Burnout

*(Webinar only)*

Burnout isn't a buzzword. In fact, burnout is becoming more commonplace than ever among individuals. While burnout is not considered a medical diagnosis, it is the result of ongoing emotional, physical, and mental stress. If not acknowledged or addressed, burnout can impact physical and mental health. Learn how to identify burnout and strategies for managing burnout by taking a mindfulness-based approach towards well-being.

## 12. Fear and Anxiety: Moving Forward

Fears and anxieties can cause us to feel nervous and make it harder for us to live our lives with ease. In this class, we will talk about the similarities and differences between fear and anxiety and how they impact our ability to be productive and live well. We will cover how harnessing our thoughts can be a very powerful way to put us on a path toward overcoming our fears and anxieties. And we will cover a variety of coping strategies that can help us to move forward.

## 13. Getting You Help

Often times, things in life can get so busy, we forget to check in and see how we are doing. We need to stop from time to time and evaluate our own mental health. Are we anxious all the time, sleeping well at night, overeating or under eating? This class will provide you with the opportunity to remind yourself to run through a mental health check list to evaluate both your emotional and physical well-being; ultimately helping participants find the help they might need.

## 14. Guided Meditation

In this interactive class, allow yourself to arrive in the present moment with guided meditation. Experience one of the best tools to balance emotions, deal with physical and psychological distress and promote inner peace.

## 15. Habit Management for a Healthy You

Do you have a bad habit you just can't seem to break? This session looks at common habits people would like to change including smoking, vaping, substance abuse, or any habit that causes a negative impact on health. Changing habits will be addressed using the Stages of Change model as a catalyst to understanding awareness of habit, readiness to change, and how to take action with sustainable results.

## 16. Lightening Your Life with Laughter

This informative and enjoyable workshop shares proven techniques for using laughter to reduce stress in your life. The history, practices and beliefs of this therapy as well as how to become more positive, will be explored. This seminar reminds participants about the wonderful energizer called laughter, with its many therapeutic benefits, including looking at life in a way that takes some of the stress out of it.

## 17. Loneliness

What is loneliness? Are you lonely? How can you overcome loneliness? Loneliness is something that can affect our well-being along with our physical and mental health. All your questions, plus some very practical suggestions and tips for overcoming loneliness, will be discussed during this seminar.

## 18. Manage your Stress for Optimal Living

Stress can affect our lives in many ways: eating patterns, digestion, mood, sleep patterns, energy level and immunity to disease. Participants learn about the various types of stress, how to manage it, and how to restore their body's sense of balance.

## 19. Managing Fear and Anxiety

Fears and anxieties are made up of thoughts that are based upon either personal experiences or beliefs. Pretending that these fears and anxieties do not exist, or are not as bad as they seem, can actually make them worse. In this class, we will learn how to talk through our thoughts to realize that our fears and anxieties are manageable and controllable.

## 20. Meditation 101

An interactive lecture to cultivate peace - amidst everyday chaos! Participants learn easy ways to balance their energy, clear their minds and optimize their overall state of being using a combination of breath, attention-focusing, and mind-clearing techniques.

## 21. Men and Depression

Men are less likely to suffer from depression than women, but also less likely to seek help. This presentation discusses the various causes and effects of male depression, and why it is much more rare for men to seek professional help. Participants will learn how to recognize signs of depression, how they can help themselves and support others.



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## 22. Mental Health

It is important to know that mental health problems are more common than we think, and that you can get better with the right help and treatment. This class focuses on people who need information on mental health and illness, but may not love or live with someone with mental illness. This includes an overview of mental illness, stats, the facts, stigma, treatment, and resources.

## 23. Mindful Meditation

In our busy, autopilot lives we may find that we crave opportunities to be mindful. In this program, participants will examine the focus of mindful meditation, define it, explore what it is and isn't, identify its benefits, discuss data that supports mindful meditation and have an opportunity to practice it.

## 24. Mindfulness Fundamentals

*(Webinar only)*

Live in the moment! Mindfulness can bring clarity and calmness to every aspect of your life. In this session, we will explore simple mindfulness practices to begin your personal journey toward achieving balance.

## 25. Mindfulness for Sleep & Stress Management

*(Webinar only)*

This session looks at the importance of sleep on our overall health and performance at work, how stress can negatively impact sleep, and how to manage stress to promote better sleep using mindfulness techniques.

## 26. Mindfulness in Everyday Life

*(Webinar only)*

Learn how to utilize mindfulness and mindfulness techniques on a daily basis to create and change habits leading to a more positive and healthful lifestyle.

## 27. Mindfulness in Your Workspace

*(Webinar only)*

This session will explore how to incorporate more mindfulness practices into your workday, from physical workspace to work/life balance to mindful eating and movement throughout the day.

## 28. Navigating Family Relationships through Life's Stages

*(Webinar only)*

During this challenging time, many are experiencing stress in their relationships - with spouses, children, siblings, and other loved ones. This session will highlight the ways the pandemic has put unprecedented strain and pressure on families and resulted in an increase in conflicts for many. We will discuss how to manage during this difficult time highlighting strategies and ideas to help you and your family cope and even grow and thrive.

## 29. Overcoming Burnout

If you're feeling overwhelmed by the pressures of everyday work and home life, then this workshop focusing on burnout issues will help you bring your life back into balance.

## 30. Relaxation 101

In this introductory meditation workshop we will use guided imagery and breathing to learn how relaxation techniques make you even more productive during the day and help you sleep better at night.

## 31. Resiliency

*(Webinar only)*

Stress has a profound impact on virtually every aspect of our physical and emotional well-being. Fortunately, stress can be managed with simple shifts in awareness and perspective. Participants will learn coping mechanisms and techniques to manage stress to empower them to move through life's challenges with resiliency.

## 32. Resiliency - Looking Back & Looking Forward

As we all know, the past few years brought change, transitions, joy and losses. This class will allow you to reflect, learn from your experiences and exhale, as you shift your focus toward the future and on positive growth. This session will be interactive as we will discuss how to move forward while acknowledging what we have experienced.



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### 33. Self-Care in the Face of Adversity

This course will provide information on the history of trauma and racism, trauma symptoms, triggers and how to care for yourself while dealing with these issues. Participants will explore the different sources and types of trauma. After attending this seminar, you will have the tools you need to set healthy boundaries in order to maintain optimal self-care.

### 34. Self-Care Right Now

In this class we will talk about the pillars of health and how taking good care of ourselves will allow us to be more agile and adaptable. We will focus on the elements of self-care that we have control over such as our diet, our sleep, and how much we move our bodies. We will also talk about the important role that stress management plays in both our physical and emotional health and how communicating with others and setting boundaries can help us to live healthier and happier lives.

### 35. Solutions for Stress Management

*(Webinar only)*

De-stress in the world around you. Learn some of the most effective tools to release anxiety and maintain a steady sense of peace during difficult times. Let us support you by helping you fill up your own stress survival kit to include guided practices to promote relaxation and a sense of calmness in minutes.

### 36. Staying Focused During Times of Change

This class is designed to explore the value of mindfulness and focus during times of change. We will look at how the brain works and the importance of regulating emotions. Steps and tools for improving focus will be discussed.

### 37. Staying Strong & Resilient

Have you recently changed jobs, had a change or loss in your life, or begun caring for an aging relative? How do you handle challenges, problems and hardships in your life? Learn strategies for staying strong and resilient, maintaining a positive outlook and reducing stress in your life.

### 38. Stress Reduction Toolbag

How do you know you are stressed? Do you recognize the symptoms of stress? Explore the newest research and what experts are saying about good and bad stress. Participants will gain the tools to manage stress, including mindful communication.

### 39. The Importance of Unplugging

In today's world of remote work, the lines between work and home are more blurred than ever. And technology allows us to be constantly connected. In this session, we will discuss the impact of being connected 24/7 as well as the benefits of unplugging. You will get some tips on how to take action to unplug from work and reconnect to your life.

### 40. The Power of Positivity

*(Webinar only)*

Did you know 80% of our thoughts tend to be negative? Learn how to reset your mindset to take a more positive approach and outlook towards life. This session will explore the science and strategies behind becoming a more positive thinker and how to tame those negative thoughts when they start to creep into your mind.

### 41. Tools for Today

This class walks participants through the various tools that enhance our lives. It reminds and teaches us the importance of prioritizing our mental and physical health. We will review best practices and encourage all to add to this critical tool bag.

### 42. Women & Depression

Discover the depth of this illness on women and its effects on your life, both professionally and personally. We will discuss the signs, causes, and ways to cope and get help. Classes for both employees and managers are available on this topic.



### 43. Best Practices for Supporting Others

This seminar will allow participants to discuss the basic techniques for providing help and support to others. Participants will learn how they can provide support without taking on the role of a counselor/therapist and leave with real life strategies they can use to help listen and support their loved ones.

### 44. Caregiving

Nearly one out of three Americans is currently providing care for a family member. This class will cover the issues of self-care, how to assess your family's needs and how to maintain balance within your life. We will also discuss common emotions caregivers may experience as well as special situations caregivers may face.

### 45. Community and Giving Back: Leaving Out Footprints

Fewer things in life give us more joy than helping others. It is a feeling that provides us with purpose and meaning. But the journey to finding and participating in service can be daunting and intimidating. Sometimes it's easier to find reasons not to do anything than to do something at all. In this training you will learn the mental and physical benefits of service along with tips on how to overcome your fears to help you find purpose and get involved.

### 46. Cultural Myths in Media: Fact or Fiction

In our culture, pictures have become tools used to introduce planned emotional reactions in the people who see them. This goes for news/media outlets as well. In today's world of blogs and online media, it is important to learn how to be a critical viewer in order to differentiate what is true and what is fallacy. Participants will learn why these myths matter and how they can greatly impact and construct our views.

### 47. Don't Forget Your Social Life!

Are you working your life away six days a week, or 12 hours a day? Don't forget that it's important from time-to-time to close that mental office door, kick back for some leisure and fun and remember that stress reduction activities are an essential part of life. Make time for your favorite hobbies, as well as the people who are important to you. This seminar is all about balancing your job with your social life.



### 48. Friends and Family: Our Foundation in Life

Family and Friends are the bedrock of a happy life. They are our most important relationships that highlight good times and support through our most difficult experiences. However, managing these relationships during COVID-19 has never been more difficult and more straining to those who matter most. During this training, you will learn the benefits of having friends and family (both from a mental and physical health perspective), how to deal with familial issues during COVID-19 and how to rekindle relationships in a post pandemic world.

### 49. Green Tips for the Home

Are you working your life away six days a week, or This seminar provides an overview of practical actions one can take to reduce our carbon footprint while saving money. In addition to detailing the advantages of using organic and natural products, participants will learn how to increase thermal efficiency and save electricity. The curriculum demystifies many elements of an ecological lifestyle, to start participants on the road to going green in their own lives.

### 50. Holiday Survival Guide

We all have special feelings about the holidays. For many, it's a wonderful time for celebration, family gatherings and joyful memories. For others, it's a time of sadness and, possibly, a feeling of being overwhelmed. In this seminar, participants examine sources of holiday stress and learn strategies for coping and managing their emotions, time, relationships and finances. Participants will also share ideas for organizing holiday tasks, managing holiday demands and look at the role of holiday traditions.

### 51. How Safe Are You?

We live in a world where personal safety is an issue that cannot be ignored. This class covers some basic steps we can all take to be safer in our surroundings, including best practices and options for making yourself safer as well as changes we can make in our personal behavior to reduce the risk of becoming a victim.

### 52. Political Anxiety

By now, nearly all of us have encountered those uncomfortable situations where friends, or even family members, have engaged in a heated political conversation. Our culture has become so divisive lately that many folks are afraid to join their family for the holidays, even virtually, for fear of inadvertently sparking a confrontation over politics. Regardless of our political affiliation, there are ways to avoid this stress. Learn strategies to acknowledge our anxieties by addressing the areas of our lives that we can control and engage with each other in a respectful way that mitigates political anxiety.

### 53. Promote Family Health

It is a family's responsibility to take care of each other. We will discuss how people can be empowered with knowledge, to promote healthy living on the home front.

### 54. Relationships

The definition of a good relationship is personal, but in many cases, it is shaped by a supportive partnership that fosters growth by each of the individuals. This class will include interactive and lively discussions on the misconceptions of relationships, the meaning of fulfillment, the importance of communication and the real definition of happiness.

### 55. Resiliency for the Working Parent

Today's working parent needs to build resiliency in order to prevent burnout. This class will give you the tools to manage stress while maintaining a sense of work and family life balance.

### 56. Today's Family: Challenges and Changes

Whether you have a traditional family or a single-parent household, all families face many of the same challenges. Parenting is still one of the toughest jobs we have. This class looks at the history of families and others some best practices for how to keep the dynamic healthy, including some fun things families can do together. This class is meant to be discussion based.

## DISEASE PREVENTION (\$595)

### 57. All About Antioxidants & Cancer Prevention

What is the relationship between cancer and antioxidants? Participants will learn how cancer develops in the body and the important role of antioxidants for maintaining cell health and helping to fight cancer. The program includes information on the best sources of antioxidants, the nutritional benefits of consuming fruits and vegetables for cancer prevention, and tips.

### 58. All You Need to Know About Cholesterol

In this program, participants will explore the complex role of cholesterol. They'll examine the role it plays in nutrition and health and learn about the numbers that indicate good cholesterol levels. There will be an opportunity to discuss the various types of fats that contribute to good and bad cholesterol numbers. Additionally, diet suggestions will be offered.

### 59. Breast Cancer Awareness

The purpose of this seminar is to educate and empower participants regarding breast cancer. (Breast self-exam demonstrations can be added). This seminar is for informational purposes only. It is not intended to give medical advice, diagnose or make treatment recommendations.

### 60. Cholesterol Counts: Reducing Cholesterol through Good Nutrition

Prevent heart disease through diet and exercise. The program includes information on heart-healthy cooking techniques, facts about fats, and exercise tips for busy lifestyles. Cholesterol numbers and triglycerides are explained and discussed. This program provides an excellent follow-up to cholesterol screenings.



### 61. DASHing to Blood Pressure Reduction

Conclusive scientific medical studies have shown that the DASH Diet, in conjunction with low sodium intake, reduces blood pressure. A qualified registered dietitian will discuss the DASH Eating plan and provide information on low-sodium foods to help manage high blood pressure.

### 62. Diabetes - What is Diabetes?

This class will answer all of your questions. During this seminar, we will discuss the causes, signs and symptoms of diabetes and look into the differences between the different types of diabetes. By the end of this seminar, we aim to help participants be aware of the lifestyle and nutrition changes they need to make, to manage living easier, with diabetes.

### 63. Diabetes & Your Diet

Diabetes affects millions of Americans and can be controlled - even reversed - through exercise and good nutrition. A Registered Dietitian will provide participants with easy-to-understand nutrition information and menu planning techniques to manage or prevent diabetes.

### 64. Disease Prevention & Metabolic Syndrome: Are You at Risk?

Metabolic syndrome is a cluster of conditions – increased blood pressure, high blood sugar, excess body fat around the waist, and abnormal cholesterol or triglyceride levels – that occur together, increasing your risk of heart disease, stroke, and diabetes. Participants learn how to manage or prevent these conditions to reduce overall health risks.

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### **65. Gut Health: What You Need to Know**

Many individuals experience discomfort or pain after eating some of their favorite foods or have even been diagnosed with a variety of GI disorders. Attend this session and learn the secret formula to optimal GI health. This program is based on the FODMAP diet, an eating pattern that has helped many cope with poor GI health.

### **66. Healthy Aging**

There is a new saying that 60 is the new 40. The way our society looks at age is changing, reflecting longer life spans and conditions that have never been experienced before. The manner in which we relate and interact with our surroundings makes a huge difference in our individual perception of the aging experience. In this class, we will discuss age as a state of mind and in relation to our surroundings.

### **67. How to Speak with Your Physician**

This seminar is necessary due to all of the changes happening in healthcare today. Doctors have very little time to spend with patients, thus, every minute you spend with a physician truly counts. This seminar is designed to give patients a set of specific tools to optimize visits, including pre-appointment preparation and communication during and after an appointment.

### **68. Inflammation Busters: The Key to Disease Prevention**

Research has shown that inflammation is a central mechanism behind the progression of many different diseases including, but not limited to, heart disease and cancer. Participants will learn how specific foods and lifestyle impact inflammation and how to better balance food choices to favor health.

### **69. Inflammation, Diet and Disease**

In this program, participants will explore inflammation, including chronic inflammation, and learn how it leads to disease. They will also have an opportunity to identify and discuss foods that comprise a pro-inflammatory diet and determine ways to reduce chronic inflammation, by leveraging healthy diet and lifestyle choices.

### **70. Interpreting Your Biometric Numbers**

Participants learn how to interpret personal screening numbers relating to BMI, Cholesterol, Triglycerides, Blood Pressure and Glucose. A registered dietitian will explain the importance of understanding biometric health numbers and provide lifestyle solutions (diet, exercise and stress) to manage or reverse a variety of related disease conditions. This program is recommended to directly follow a screening program.

### **71. Learning About Headaches**

If you or your family member is a headache sufferer, you know how disruptive they can be to your work and life in general. In this class, we are going to provide you with an overview of headache types, what causes them and helpful ways to prevent and eliminate them.

### **72. Men's Guide to Optimal Health**

Man up at each life stage! This session includes information on how to address biological changes during each life stage through optimal nutrition and healthy lifestyle habits.

### **73. Men's Health**

In this day and age, it is clear that men have their own set of health issues and are unfortunately, less likely to seek help on their own. This class will emphasize the importance of preventive measures for men's health and discuss everything from sleep issues to cancer screenings and how to find a doctor.

### **74. Menopause**

Even though menopause can be a very unique experience for each woman, there are many experiences that are shared. This program will define menopause and contrast it with perimenopause. It will identify what you can expect, examine causes and explore potential complications. It will also look at tests, treatments and remedies, as well as the importance of partnering with your doctor.

### **75. Nutrition & Women's Health**

Preventive medicine and good nutrition are becoming increasingly important today as many women are living into their late 80s. Participants learn about their increased risk of chronic diseases such as osteoporosis, cancer, heart disease, macular degeneration, and cataracts as they age and how nutrition and lifestyle change can reduce the risk and at times, slow progression.

### **76. Osteoporosis & Your Diet**

A qualified registered dietitian educates program participants on the health benefits of calcium and the importance of incorporating calcium-rich foods into a healthy, balanced diet.

### **77. Our Fight Against Breast Cancer**

Participants learn about the risk factors that may cause the development of breast cancer and lifestyle strategies for prevention. The program includes science-based nutrition information on specific foods and nutrients that promote optimal health.



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### **78. Reclaiming Your Health: The Guide to Recovery**

Many people today are struggling to regain a healthy lifestyle after a life-threatening disease, addiction, or physical and/or mental disability. Learn how to overcome the 'symptom management' mode, gain back energy and be productive.

### **79. Reducing & Managing Pain**

Experiencing short term pain? Chronic pain? Looking to figure out what could be causing your pain? If you have answered yes to any of these questions and want to learn more about what pain is, its common causes, and how we can begin to reduce it, then this is the seminar for you. We will discuss everything from treatments to medications and the mind/body connection associated with pain.

### **80. Smoking Cessation**

Quitting nicotine can be a challenge, however when you are equipped with the tools and the knowledge needed, you can successfully quit nicotine for good and start reaping the benefits to your health, almost immediately.

### **81. Solutions for Heart Health**

Participants learn how to improve heart health through good nutrition. Find out the best oils to use for optimal health, clear up confusion surrounding farmed fish and learn about an array of cholesterol-lowering, heart-healthy whole foods.

### **82. Sun Protection**

We all hear that it's important to wear sunscreen and limit sun exposure, but do we know about the long-term damage the sun can cause? This will be an in-depth seminar that will review and address the dangers of the sun. In this seminar, we will discuss sunburn, sun protection tips, as well as topics related to the summer heat like heat rash and hydration. Participants will leave this class with a true understanding of how to protect themselves from the risks that the sun can cause.



### **83. The Truth About Carbohydrates: Blood Sugar Basics**

Confused about carbohydrates and your blood sugar? Participants learn how to decipher the many sources of carbohydrates and how they impact blood sugar levels and energy. Topics for discussion include information on how to spot a whole grain, facts about meal timing, meal planning tips, and snack facts for diabetics.

### **84. Understanding Your Immune System**

The immune system is complex, intricate and interesting. In this seminar, we will take a look at how your immune system works, so you can understand what it is doing for you each day, as well as the effects that nutrition, exercise, sleep and stress have on your immune system.

### **85. Women's Health**

Women often have an intuition when something is wrong and are more likely to seek out medical help. However, women are not always aware of the risks of heart disease (the number one cause of death for women) or strokes, both of which are silent killers, as well as many cancers. The good news is there are many preventative steps you can take and this class will cover those as well as the signs, symptoms and alternative solutions available today.

### **86. Women's Health: From Life Balance to Hormone Balance**

Whether she is a super mom, super executive, or both, women are busy in today's world, and trying to do it all takes a toll on their health and well-being. Participants learn how to bring balance, health, and happiness back into their lives through mindfulness and optimal nutrition. The program covers key areas of women's health with a focus on hormonal imbalances, their effects on chronic and acute diseases, and what can be done to prevent and manage such imbalances.

### **87. Your Healthy Heart**

Paying attention to your heart health is one of the best things you can do to improve your quality of life, longevity and overall health. In this seminar, we will touch on the various terms and factors you need to know to achieve better heart health.

### 88. Financial Health: Over 50

*(Webinar only)*

To define their retirement; how college planning can impact their retirement; how to generate post-retirement cash flow; and how to maximize Social Security Benefits. Each attendee will receive a Financial Checklist in an effort to provide a starting point for self-assessment, and the session will focus on the solution.

### 89. Financial Health: Under 50

*(Webinar only)*

Learn about debt, cash flow, college planning, and more! In this program, participants gain an understanding of debt's impact on cash flow; when it is appropriate to take out a 401k loan; and save for retirement. Each attendee will receive a Financial Checklist in an effort to provide a starting point for self-assessment, and the session will focus on the solution.

### 90. Managing Cash Flow & Debt

*(Webinar only)*

In this session, we will review some of the steps to take to get a better handle on your cash flow and how to avoid some of the common pitfalls people make in managing their credit.

### 91. 401(k) Savings Fundamentals

The goal of this class is to provide you with a fundamental understanding of retirement savings and why it is so important to start saving now. Learning how to invest in 401(k) savings plans will not be such a daunting problem once you learn the fundamentals. By starting early in a plan, you will have the advantages of building up wealth accumulation for retirement. Finally, we will provide you with information on resources to support your investment planning.

### 92. Basic Banking & Banking Tips

Learn the different aspects of banking, banking products, services and procedures, and their effect on managing your money. In this class, we will understand the role a bank has in the creation of money supply, the importance of maintaining a healthy cost-to-income ratio and the basic concepts of accounting, such as assets, liabilities, debits and credits. Participants will also learn to balance multiple accounts and understand the difference between mutual funds and CDs.

### 93. Financial Fitness

Even smart people with good jobs and high-paying compensation can find themselves in financial problems. This includes cash flow and debt issues that can be a daily distraction and make for 'bad' corporate and personal behavior. This course will address the personal impact of financial inaction, the effect on family, and some of the simple and small steps necessary to initiate significant change.

### 94. Handling Financial Stress

A significant subset of Americans are living paycheck to paycheck right now, including many with six-figure incomes. Are you one of them? What can you do about it? This course focuses on concrete ways to stabilize and support your income, control your spending and plan for emergencies.

### 95. Holiday Budgeting

We may have our finances under control during the year, but holidays can seriously send spending out of control. This class will help you avoid waking up on January 2 thinking, "how could I have spent and eaten that much!?" This motivational class teaches a skill set to keep the holidays in balance, financially.

### 96. How Financial Stress Affects the Workplace

The past years have proven that financial stress is here to stay, and sometimes it can spill over into other areas like work performance. By examining the stressors, participants will begin to take charge of financial aspects of their lives that can improve their workplace experience.

### 97. Living Off Your Paycheck

Common sense, no-nonsense advice for making ends meet. This seminar will cover goal setting and how your money beliefs can affect the way you save and spend. We will discuss how to reduce debt, learn the difference between "meat and gravy" and consider how to increase your wealth.

### 98. Money Basics

In this class, we will discuss spending and saving money. Information will include various types of credit, like secured and unsecured cards, as well as information on credit scores, their importance and how to manage bill paying.

### 99. Building Good Credit & Improving Your Credit Score

Your credit score is very important. In this seminar, we will motivate and reassure participants with low credit scores, that there are ways to make it better. We will explain how the FICO system works, what you should and should not do, and how you can use this information to improve your credit score.



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## NUTRITION EDUCATION (\$595)

### 100. Build a Heart Smart Pantry & Cook for Wellness

Participants learn how to prepare quick, easy meals, healthfully! The program includes information on how to build a heart-smart pantry to prepare healthful meals in minutes! Recipes and meal planning information are included.

### 101. Detoxifying Your Diet: Eating for Optimal Health

Participants learn about sustainability and how our eating habits and lifestyle choices directly impact the environment. Topics for discussion include information on foods and carbon footprints, what you can do to reduce environmental impact through simple lifestyle changes, and science-based research on the benefits of organic produce and products.

### 102. Dig into Dark Chocolate

Learn more about one of Mother Nature's most heart-healthy ingredients, cocoa! Seminar attendees will learn how this ancient ingredient can support one's health and mood. Participants will also learn about the history of chocolate, its connection to heart health, and what to look for on an ingredient label.

### 103. Dining Solutions for a Healthy Holiday

Participants learn how to slash fat and calories from holiday mealtime favorites, dine out healthfully, and balance holiday stress with exercise and seasonal superfoods.

### 104. Ditch the Diets

It's time to say "Goodbye!" to those diets for good. Learn the truth about diets, why diets have low success rates, and how to identify a fad diet. This session will review health risks associated with popular diets and how to take a healthier, long-term lifestyle approach. You'll never feel deprived again!

### 105. Eat Like a Centenarian: Nutrition for Longevity

Have you ever wondered why certain populations and areas of the world are living well into their 100s? It's no coincidence that diet and lifestyle play a key role in long-term health. This session will look at commonalities among populations that are living longer and healthier lives. We will take a deep dive into popular longevity lifestyle approaches including the Mediterranean Diet, DASH Diet, MIND Diet, and a trip to the Blue Zones. Remember – it's never too late to eat like a Centenarian!

### 106. Eat This, Not That for Healthy Weight Management (Webinar only)

Participants learn about the best and worst choices at their favorite food establishments. In this highly interactive program, the dietitian will review menus from favorite local chains and make recommendations while engaging the audience in a Q&A style event.

### 107. Eating for Energy (Webinar only)

Participants learn how to eat well to increase energy throughout the workday. The program includes information about lifestyle and health factors that influence energy and overall wellness, healthful snack solutions, portion control, and information on how to use the hunger scale for healthful snacking.

### 108. Eating Right for Life

Donuts for breakfast, candy bar for lunch? Eating on the run? Does this sound familiar? Participants in this seminar learn the benefits of nutrition, including the importance of making informed food choices to develop and maintain sound eating habits.

### 109. Eating Right on the Run & on a Budget

We all make excuses for eating "junk or "fast" food. This seminar will cover realistic strategies that will allow us to eat well without breaking the bank. There are many options and knowing the truth empowers us to make the right choices for our health, and even our wealth. Learn the basics of eating healthy within your financial means, including when to select organic foods.

### **110. Eating for Wellness: Balance Your Plate with MyPlate**

Eat Well, Be Well! Don't let dietary guidelines feel overwhelming. Participants learn about key nutrients for optimal wellness, a breakdown of putting together healthy, well-balanced meals and snacks based on Dietary Guidelines, and putting MyPlate into action.

### **111. Eating on the Go**

Learn how to eat healthfully on the go! In this program, participants learn healthy tips for making better decisions while on the go. Information includes how to make healthier fast-food choices, learning substitutions and modifications to 'lighten' something up, and how to snack more healthfully.

### **112. Filling the Nutritional Gaps**

In this program, participants will explore snacking, determine its benefits and examine its impact on blood sugar. They will discuss how effective snacking meets the body's need for recommended nutrients and how myplate.gov can be used to determine gaps and which recommend foods will address them. Participants will explore the role of fiber, compare and contrast soluble and insoluble fiber and identify sources of each.

### **113. Food & Wellness Trends: Stay Current**

Each year, new trends and fads come out claiming to provide incredible nutrition and fitness-related results. This program discusses the newest health trends and sheds light on what works and what doesn't, from GMOs and functional fitness to genetics.

### **114. Go Global: Superfoods from Around the World**

Pack your bags for a trip as we share practices and "best in health" attributes from around the world. The program includes information about foods found globally that are cultural staples for their health benefits. Participants will be inspired to expand their horizons when shopping and turn their home kitchen into a healthful global destination.

### **115. Goal Setting & Reaching Resolutions**

This program includes information on the importance of making short- and long-term goals along with strategies on how to turn them into sustainable lifestyle changes. This seminar can be offered at the beginning of the year when many individuals have New Year's resolutions or throughout the year to address ongoing goals.

### **116. Healthy APPetite: Apps & Tools to Manage Your Wellness Goals**

In today's seemingly "virtual" world, there are numerous apps and tools that claim to be the answer to your weight management and health-related goals. Attend this session and learn the best from the experts!

### **117. Healthy Hygiene & Home Cooking**

Keep your health front and center with Healthy Hygiene & Home Cooking. Participants learn best practices for healthy hygiene from meal prepping to sustainable and healthful cooking practices and meal planning. Topics to include meal prep 101, sanitation in the kitchen, to freeze or not to freeze and more!

### **118. How to Reduce Body Fat without Restrictive Eating**

There's a lot of talk around the only way to lose fat being through cutting out food. Well, I'm here to tell you it's possible to lose fat without cutting out food. Join me as I share my perspective on this. Believe it or not, it's simpler than people make it. I will teach 5 simple ways that you can start implementing today.

### **119. Immunity Boosters: Beat Colds & Flu with Super Foods**

When Hippocrates coined the phrase "Let food be thy medicine," he was well aware of the power of foods to foster health. This lecture focuses on omega-3 fats, antioxidants, flavonoids, phytonutrients and fiber – the superpowers in foods that support your immune system.

### **120. Intermittent Fasting**

A weight loss approach that limits when you eat instead of what you eat may seem too simple to be effective. This session reviews what Intermittent Fasting is and the potential health benefits of following a fasting lifestyle. There will be a review of the different approaches to Intermittent Fasting, healthy eating guidelines to follow while fasting and how to safely and effectively get started with Intermittent Fasting.

### **121. Kitchen Skills 101**

Looking to get into the kitchen and take more control over making your own meals, but don't know where to start? Let's get back to the basics in this kitchen skills class. Learn culinary terminology and skills that will boost your confidence in the kitchen.

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### **122. Luminate Your Brain Through Optimal Nutrition**

Experiencing a decline in mental function can significantly impact your quality of life. This lecture provides participants with the latest information on the mechanism behind brain health and the foods that feed your body, fuel your brain and maximize your cognitive health.

### **123. Maintaining Your Weight While Working from Home**

Learn how to keep hunger and your weight under control while working from home through planning, mindfulness, and movement.

### **124. Master Meal Planning**

*(Webinar only)*

Meal planning is a key strategy that saves us calories, money, and time. But meal planning can also feel like a complicated and overwhelming task. Learn key time-saving strategies to streamline your approach to meal planning that will set you and your family up for success each and every week. Meal planning has never felt so simple or approachable!

### **125. Metabolism Makeovers for Wellness & Weight Loss**

Participants learn how to eat well and increase their metabolism for long-term weight loss and improved wellness. The program includes information on lifestyle and health factors that influence metabolism, healthful snacks, and the truth behind the latest nutrition myths.

### **126. Mindful Eating: Vitamin M!**

Gain a clearer understanding of the psychology, biology and emotions that determine eating habits. Participants learn about practical tools and strategies to change the way you look at food to easily make smarter, healthier, more mindful and enjoyable food choices. The program includes an interactive activity (how to eat a piece of chocolate) on eating mindfully.

### **127. Nutrition for Kids & Family Meal Planning**

Participants learn about the problems associated with childhood obesity and how to plan for prevention. The program includes information on the USDA nutrient requirements for children and teens and how to apply good nutrition and healthy lifestyle strategies to improve overall wellness.

### **128. Nutrition Navigator**

Looking to plan some healthy meals during your busy week? Looking to have a better understanding of components like nutrition labels, blood sugar levels, and fiber? This seminar is a nutrition navigator that will help you plan healthy meals and introduce some of the nutrition basics, on your journey to a healthier you!

### **129. Salt & Sugar: What You Need to Know**

Participants learn about the different forms of sodium and sugar, where they are hidden and how they affect overall health. The program includes information on the Recommended Dietary Allowance for sodium and sugar along with product and menu information on best and worst choices.

### **130. Seven Habits for Truly Effective Weight Management**

This class teaches participants seven integral behaviors that correlate with long-term weight management. Whether you are challenged with losing weight or maintaining weight loss, this class isn't about promoting a magic bullet and overnight results as much as it is about identifying the real work required to lose weight healthfully.

### **131. Strategies for Healthy Living**

Participants learn how to optimize overall wellness. Topics for discussion include eating well, shopping mindfully, the benefits of regular exercise, techniques to manage stress and simple living strategies to lessen our impact on the environment.

### **132. Stretching Your Pantry: Beans & Beyond**

In the session, participants will learn strategies for maximizing efficiency when it comes to meal planning, grocery shopping, and cooking, with an emphasis on using pantry, fridge, and freezer staple items.

### **133. Supermarket Savvy**

There's something for everyone in this "tour" through the supermarket! Participants learn about the best foods and food products for energy, satiety, and optimal wellness. The program includes information on recommended foods and products from farro and coconut oil to fermented foods. Includes an interactive label reading activity.





### **134. Sustainable Solutions: Reserving & Preserving Our Resources**

Learn the importance of sustainability and its influence on our environment and health. This session will provide information on agricultural practices, define the difference between sustainable and organic, and tips on reducing our carbon footprint. This session will provide information on how we can all do our part to promote more sustainability in our homes, from shopping to cooking, to trash reduction.

### **135. The Mediterranean Diet**

Participants learn about the many health benefits of the Mediterranean diet and lifestyle. The program includes the science behind the diet plan, superfoods from the region and how to build a heart-smart Mediterranean pantry to prepare healthful meals in minutes.

### **136. The Power of the Plant Based Diet**

This program is not about turning participants into vegetarians but educating them about the powers in plants: fiber, antioxidants and phytochemicals to name a few. Participants will learn how these substances work, the best food sources, how much they need to consume to experience benefits as well as creative ways to build them into an otherwise carnivorous lifestyle.

### **137. To Have or Not to Have Caffeine?**

That is the Question -From matcha and green tea to coffee and energy drinks, caffeine is one of the most widely consumed natural stimulants in the world. However, many people still question its safety. In this program, participants learn about different sources of caffeine, how much is too much, possible side effects, and more!

## **SLEEP (\$825, Webinars Only)**

### **138. Beyond Sleep Hygiene: Best Sleep Practices**

What is Sleep Hygiene anyway? We know what to do to regulate our bed and wake times, but can we just jump into bed and fall asleep after seeing that exciting new movie, or responding to an emotionally charged email? For most, the answer is no. Sleep hygiene practices prepare us for a good night's rest. This webinar discusses best practices to improve your sleep.

### **139. Dealing with Serious Sleep Issues**

Do you have difficulty sleeping? Check out this program where you'll explore sleep disorders and their causes (circadian rhythms, insomnia and snoring/sleep apnea), discuss the benefits of sleep studies and examine sleep's relationship to stress and the release of cortisol. Additionally, you'll identify ways to address insomnia and leave with helpful resources.

### **140. Insomnia Diagnosis & Management**

Insomnia is one of the most common sleep complaints. That's because there are a multitude of factors that can lead to poor and restless sleep. Learn how to assess if you are getting quality sleep, what can potentially be causing insomnia, and how to best manage insomnia to get a good night's sleep.

### **141. Menopause & Sleep**

Changes in your body causing changes in your sleep? In this guide to surviving sleep loss during menopause, learn the basics of sleep, what can lead to poor sleep in adults, how specific hormones can influence sleep, and how to best manage sleep disturbances.

### **142. Signs & Symptoms of Sleep Disorders**

Sleep is an important time of the day to rest and recharge the body, but what if something is impairing our ability to get quality sleep? Learn about common sleep disorders, signs and symptoms related to these sleep disorders, and how to best manage and treat a sleep disorder.

### **143. Sleep Basics**

In this seminar, you will learn the physical and mental benefits of a good night's sleep, along with how to establish daily habits that promote and improve your sleep environment. We will discuss techniques for relaxation and dealing with insomnia.

### **144. The Tools & Techniques That Foster Sleep**

How is your sleep these days? Are you able to add a little bit extra here or there? Is your sleep hygiene optimal? This webinar will discuss how to convert all these great ideas and sleep practices into repetitive behaviors until they become automatic habits.

### **145. Understanding the Ins & Outs of Sleep**

We spend about one-third of our lives asleep, but most of us don't really understand what sleeping is all about. Through this program, participants gain an understanding of what "normal" sleep is, the differences between REM and Non-REM sleep, and explore sleep needs as an overall biological drive. The program explains how sleep changes across the lifespan, how much sleep each of us really needs, and what happens if we don't meet our biologically determined sleep needs.

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### 146. Art of Giving Feedback

Honest & objective feedback is essential for every employee in a team to grow, to work on unproductive behaviors & consequently to contribute more to the team and to the organization. In this training, we explain to managers & leaders, the psychological & emotional barriers, patterns & self-limiting beliefs that come in the way of providing critical feedback, why providing the right feedback is critical for the growth of employees (using psychological models). This training will help leaders & managers on effective strategies/ tips that they can use to provide effective & objective critical feedback while at the same time staying empathetic & sensitive to the employees' needs.

### 147. Assertive Communication

This class will cover good communication vs. poor communication as well as understanding what assertive communication is. We will review a communication model to determine the purpose, focus and process of assertive communication. Tips and obstacles to good communication will be reviewed.

### 148. Being Trauma Informed

This class will cover how to understand and recognize trauma with the goal of making our workplace and ourselves better. And since we can't always easily identify who has experienced trauma or how they have been impacted, we will discuss how to have strategies that can help everyone.

### 149. Benefitting from Ergonomics

Ergonomics is about aligning our bodies with our workstations/sites/tasks. This program examines the impact of poor ergonomics on both the worker and the workplace, and identifies common risk factors for different types of injuries. Participants will have an opportunity to identify problems with an office station setup and discuss common factory issues. This program will also offer suggestions for properly setting up an office station.

### 150. Building a Team Brand

Teamwork is an important part of continuous improvement. No one knows the job, tasks and goals better than the individual team members. To get real change, you need all of the knowledge from your team members' knowledge, skills and abilities to come together. When pulled together, you will be a successful team. This class includes the 'Marshmallow Challenge' exercise.

### 151. Business Etiquette

Good manners and business etiquette have always been based on common sense and thoughtfulness. Social skills can help us build more productive relationships and project a positive image. This class will include an interactive discussion on the do's and don'ts of business etiquette, including email etiquette.

### 152. Career Development Strategies

This interactive seminar helps participants build an effective career development plan by taking a strategic look at self-awareness, career options and current job skills. This workshop will help participants identify their true passions, learn how to incorporate those passions into their individual career action plan and develop strategies for implementation..

### 153. Change Management for Leaders

This training is designed to familiarize participants with the elements of change. The goal is to help leaders manage the change process and understand the importance of their role in the process. We will provide an overview of each element and define each one as it relates to the leaders' role in change management. Opportunities for sharing examples from your own experience for each of the elements will be included.

### 154. Coaching

Coaching is a one-on-one process that involves a relationship between two people - the coach and an individual. We can all benefit from coaching. You will leave this seminar with the tools and tips you need to be the best coach you can be, so that you can begin working with others to develop their professional skills and goals.

### 155. Collaborative Communication

Communication is an important skill to develop, but not many people understand why it is so important to communicate well. This class is applicable to parents, spouses, partners, colleagues and bosses. It explains why better communication can enhance our lives by teaching us new things. This is an interactive class, in which participants will get to practice the new techniques that are taught.

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### **156. Collaborative Customer Service**

The goals and objective of this seminar are to understand the challenges of delivering great customer service through effective, professional customer service communication. We will discuss stress management related to working in customer service, as well as final comments, action plans and evaluations.

### **157. Communicating Change to Employees**

Does your staff dread change? This program will identify the kinds of changes organizations face, describe how to develop a communication plan and explore the importance of being proactive. It will also explain how to communicate change successfully using empathy and active listening skills, anticipate common employee reactions and explore working through the change.

### **158. Communication for Managers**

Communication is perhaps the most important skill a manager must learn and work to improve, in order to be effective. From the 'One-Minute-Manager' concept to continuous feedback, there are many ways to be an effective communicator. In this class, we will learn and practice the various skills that are needed to communicate as a manager.

### **159. Compassionate Leadership**

This training will give participants an in-depth look at how to lead with compassion. Attendees will learn the positive impact created by empathizing with the work force. This course will illustrate how genuinely caring for people leads to better feedback, professional development, and increased productivity.

### **160. Conflict Management for Employees**

This class will allow participants to understand and dissect their role in conflict, which is the first step to conflict management. This is a journey to assess and learn what you can do differently, to "play in the sandbox" productively with a wide variety of people.

### **161. Conflict Management for Managers**

About 60-80% of all workplace conflicts come from strained relationships between employees and managers. Learn the skill of resolving conflict in the most amicable way, benefiting individual and team productivity.

### **162. Creating a Great Place to Work in Ten Easy Steps**

This seminar will teach participants a vision of the ten steps needed to create a great place to work, because who doesn't want to come to work every day and love where they are and what they do? Participants will come out of this class with a clear vision of not only what a healthy work environment looks like but also how to create it in their workplace. This will be a step-by-step process. To make it work, an investment must be made by each and every person.

### **163. Creating Positive Work Environments**

Topics covered in this seminar will be building trust, creating positive communication, setting expectations and needs, creative ideas for recognition and rewards, building teamwork, finding meaning in your work, and accepting responsibility and humor in the workplace. All of these areas help foster a positive work environment.

### **164. Creative Problem-Solving & Decision Making**

Every problem has a solution. In this program we will explore some techniques to help us get to the solution sooner rather than later. This interactive class begins by asking for a list of problems that the attendees are currently working on, so they can see real life benefits of using these techniques.

### **165. Critical Thinking**

Beyond just memorizing facts or learning from rote, learning to think critically expands a person's ability to problem-solve and see things in a new way. By learning how to ask different kinds of questions, we open the floodgates to different ways of viewing concepts. This class will take a look at the origins of critical thinking concepts as well as applications of them in our work and private lives.

### **166. Cross Cultural Sensitivity in the Workplace**

As we work towards more dynamic and inclusive workplaces, we must consider cross-cultural sensitivity in the workplace. This in-depth course touches on unconscious biases and aggressions that we may commit, or experience, in the workforce, while also presenting solutions to help avoid these situations in the first place. We will also discuss why it is important to foster inclusion and how to combat aggressions when we see them.



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### **167. Customer Expectations**

There is a perceived expectation that every customer has when going into a business relationship. To manage expectations, you must first start by understanding what the client's expectations are. You must learn how to manage your promises and how to measure satisfaction. Delivering on expectations means excellent customer service. In order to understand what your customers feel is a good level of service, you first need to ask them. Find out what your customer wants from your product or service. Then work out how you can meet those needs.

### **168. Dealing With a Challenging Boss**

We all have different perspectives in defining a challenging boss. There may be multiple factors as to why we feel the boss is challenging. Our initial response may be to quit or to look for other opportunities. We may want to avoid looking at the topic and just add stress into our lives or we can learn how to deal with the situation and look for solutions. Learning how to deal with the situation is usually the best course of action. You will also learn how to stay sane in this process.

### **169. Dealing with Challenging People**

We all have different perspectives when defining a challenging person. Some people challenge the lives of many others, and then, there are types who can just get under our skin and push our buttons. Regardless of the particulars, we have two choices: we can learn how to effectively deal with the difficult person, or, we can remove the possibility of interaction with them. In this class we will learn how to deal with the challenging people in our lives.

### **170. Dealing With the Elephant in The Room**

Dealing with the Elephant in the Room is a communications development seminar in which participants learn the skills to talk to anyone about anything. Participants begin by identifying the uncomfortable issues and realities they face at work and at home. Then they learn how to confront such issues with tact, empathy and clarity. This seminar helps increase productivity and improve relationships by proactively addressing problems, conflicts and misunderstandings.

### **171. Disability Inclusion in The Workplace**

This seminar is a deep dive into the importance of having an inclusive work environment and best practices on how to be more aware. During this seminar we will do a review of the Americans with Disabilities Act and have a facilitated discussion on ways to foster inclusivity in the workplace.

### **172. Diversity in the Workplace**

This class is not meant to fulfill a diversity requirement. It is meant to be an honest and open exchange of how detrimental and unacceptable certain demeaning behaviors are to groups that are different from the majority. The goal is not to attempt to change people's beliefs on diversity, but instead, change their behavior and reactions to situations.

### **173. Dynamics of Change Management**

Change is stressful, and learning how to manage and cope with change is crucial to our well-being in this ever-changing world. Although the stress of change is unavoidable, you can learn how to deal effectively with change in the workplace and in your personal life. In this seminar, participants will learn effective ways to cope with change in addition to learning how to take charge of the aspects that can be controlled. Core concepts related to stress and the emotional and physical responses we have to change will be discussed, along with effective stress management strategies.

### **174. Effective Performance Appraisals**

Delivering a performance appraisal can be as intimidating for a manager as it is for the employee. The goal should be to not only document and evaluate the employee's performance, but also set goals for growth and allow for an open and honest dialogue about expectations.

### **175. Ethics and Values**

What a changing world we live in. What are the core values and ethics of our business world? How do we live by them and why are they important? This workshop addresses the philosophical aspects of ethics and values through hands-on, practical approaches to events in participants' personal and professional lives. We will also address how to show your manager/partner/child that you are a person of ethics and values

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### **176. Fostering Inclusion In The Workplace**

Inclusive work environments are productive environments! This seminar discusses how employees and managers can create an inclusive workplace. Participants will learn to identify activities, attitudes and assumptions that exclude coworkers. They will then explore ideas to include others in ways that enrich the office environment as well as their own personal lives.

### **177. Health And Well-Being In The Workplace**

Discover how to enhance your health, well-being and productivity by relieving stress with simple relaxation techniques. Explore ergonomics and learn how to prevent on-the-job injuries from lifting, repetitive stress (such as carpal tunnel syndrome) and computer-related injuries (headache, eyestrain and back pain). The discussion will include work/life balance, how to establish priorities and the importance of healthy eating and regular exercise.

### **178. How To Be An Inclusive Leader**

Today's challenging times demand specific skill sets to ensure our workplaces allow all thoughts and actions to be voiced, without fear. This class will focus on tools to unlearn our biases, the importance of psychological safety, and best practices for creating an inclusive work environment.

### **179. How to Cultivate Compassion & Empathy in the Workplace**

Demonstrating human compassion is fundamental to respecting others, establishing psychological safety, and it's a hallmark of healthy and high performing teams. It's such a basic human need and emotion, that few organizations address it in training. However, given the fast-paced working environment, remote working and other factors, we're sometimes so busy "doing" that we forget to "be" with one another deeply enough to notice that someone may be struggling. This training provides pause to embrace the incredible opportunity that's before us every day to make a positive difference in the lives of others just by showing up, tuning in and demonstrating compassion. It's also great for business!

### **180. Intro to Neurodiversity**

This class offers a genuine discussion on understanding and embracing the multiple ways our brains work. Whether it's ADHD, Autism, mental health, or a number of other differences, understanding neurodiversity can be relevant to us all. Join in the conversation to learn how we can partner together to celebrate the value neurodiversity brings to our workplace, home, social community and lives.

### **181. Leadership**

Leadership is a critical skill that every professional should possess in order to be successful in today's work environment. In this interactive workshop, we will discuss essential skills to enhance your leadership abilities, such as motivating employees and strategies to strengthen communication skills. Through discussion and role-playing, we will explore the five components of an emotionally intelligent leader.

### **182. Maintaining a Health-Conscious Workplace**

For many of us, the last time we heard about incident command, safety, or a healthy work environment was during our onboarding process, which could have been many years ago! However, these topics, among others, have remained relevant and recent events have highlighted the need to reinforce and reinvent the way we communicate these ideas, through yearly training. This topic is centered on a novel, general pitch of these topics that will illustrate how employees can become involved and raise awareness of workplace policy management. While not a formalized training on these issues, the seminar will spark conversation and ideas about how to better implement safety and health-conscious attitudes in the workplace and serve as a springboard to the government-certified courses.

### **183. Making Meetings Effective**

We often have to spend more time in meetings than we would like. Whether you attend or run meetings, we will review how you can make them efficient, effective and productive.

### **184. Making The Most of a Multi-Generational Workforce**

This is the first time in history it's possible for five generations to work together. This class will help you understand why each generation has certain identifiable characteristics and how to best work with each generation, to create a cohesive and productive workforce.

### **185. Manager's Guide to Burnout**

Burnout is a serious issue affecting the majority of today's employees. When left unaddressed, it can drastically lower not only their work performance, but their mental and physical health as well. In this presentation, managers will learn what burnout is, how to recognize it in their employees, and how to help.



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### **186. Manager's Guide to Self-Care**

So often we think that the best manager is the one who can take care of everyone else. So, getting managers to buy into the notion that they come first can be challenging. During this class, we will discuss why it is important to put yourself first and how to do that. We need to understand and embrace the notion that we can not just keep giving of ourselves. We must take time to unplug and recharge so that we can be the best version of ourselves. Only then, can we be good role models and effective leaders.

### **187. Managers Guide to Promoting Family Health**

When managers show they care, employees are more likely to be more dedicated to their work. Managers will learn how to empower employees with knowledge to promote and maintain healthy living on the home front. is on obtaining practical skills, tools and techniques to maximize collective gains in effectiveness and increase productivity. Through interactive participation and analysis of their own data, participants will learn a set of tools they can apply, to achieve better results.

### **188. Managing Social Connections**

Managing social connection is essential for our workplace to be an environment of appropriate work relationships between direct reports, employees and supervisors. In a competitive world, savvy searchers can discover corporate strategy that is unintentionally disclosed through communication on social networks. Workers may expose themselves to wrongful termination, their companies to harassment, or other legal actions through inappropriate communications. Participants will learn how to protect their reputations and the productivity of their company.

### **189. Managing Stress for Managers**

This seminar will equip managers with tools to identify stressors -both good and bad - as well as the physical symptoms of stress and the bad habits that are presented when stress goes unchecked. Participants will examine many areas of life, including work expectations, relationships, nutrition, exercise, sleep, finances and time management. Managers will learn how to create a healthy lifestyle that ultimately benefits work and home.

### **190. Mental Health:**

#### **A Guide For Managers and Leaders**

Is your boss brilliant and focus-challenged, or a procrastinator who makes thoroughness impossible? The answer to these and other challenges is to manage your boss. This seminar will give participants tools to analyze both their skills and work habits, as well as their boss'. Participants will be able to create a game plan, including communication tools, to make work meaningful and productive.

### **191. Nonverbal Communication**

In this class, we will discuss how we communicate, without words. We'll look at the importance of body language and the messages it can convey. Discussion will focus on awareness and practice.

### **192. Preventing Sexual Harassment in NY**

This class will meet the requirements of the State of New York's mandated training for compliance, which employees are required to take annually.

### **193. Productivity Skills**

Productivity can be a variety of things, in a variety of fields. Being productive is not just limited to finishing your work, but includes organizing your tasks, building relationships within the office, and being able to manage your time effectively. This also includes the ability to learn new skills, such as multitasking and being able to block out distractions. Everyone can learn ways to be more productive. This class will give you tips and pointers on how to be more productive at work each day.

### **194. Psychological Wellness in The Workplace**

Psychological wellness is a class that explains how and why it is critical that we learn how to feel safe at work. We will delve into the challenges and practices of creating a safe workplace. The focus will be on the benefits of creating a psychologically safe space for all employees, as well as some of the consequences of not having a safe environment.

### **195. Renewing Your Human Resources**

This class is meant to cover work burnout, depression and the blues. It's a real motivational pep talk that teaches self-care and the importance of self-motivation on a daily basis.



[Click here to request a service.](#)

### 196. Resilient Leadership

As we reflect on the impact of the past few years, this is the time to take steps to build your resiliency and move forward. In this session, we will help you to re-focus on key components of leadership so that you can demonstrate resiliency and support your employees and colleagues in doing the same.

### 197. Respect for All in the Workplace

The goal of this class is to provide participants with a fundamental understanding of the power of creating an inclusive workplace for colleagues while demonstrating respect for all members of an organization. An inclusive, respectful environment for all is a universal expectation, and this class highlights specific action steps to show respect and support to members of the LGBTQI+ and African American communities. Finally, participants will gain a deeper understanding of implicit bias, microaggressions and code switching.

### 198. Riding the Change Wave

Change is one of life's constants. Like waves on the ocean, there will always be one after another. Each one can provide excitement and a challenge, or it can wipe you out. This workshop begins with a look at the change process, types of change and then provides eight strategies to help when the transition is at home or work.

### 199. Science of Goal Setting

This class examines goal setting as a brain function. We will look at how the brain works by creating an awareness of the mental process, making it easier for us to develop new habits in relation to goal setting.

### 200. Stress Management for High Burnout Professions

This seminar is designed to give managers and directors the tools to assess and address their needs, as well as their employees' needs, in a high-stress, high-trauma work environment. We will explore the newest research and what experts are saying, including the seven signs that correlate with burnout.

### 201. Stress Management for Managers

Step by step seminar on what stress is, how it effects your team, and ways managers can help de-escalate their own stress and that of their staff. This is all about stress, with tips and tools to manage stress for both you and your employees.

### 202. Successful Hybrid Work Practices

This seminar is designed for those considering or who are currently working from home. We will discuss what teleworking is, who is impacted, how to document your arrangement and communication needs, as well as the potential impact that telework can have on home life. We will review challenges and all-important self-care..

### 203. Superior Customer Service

Your Customer Service team represents your company's brand and values directly to your customers. They can impact not only customer satisfaction but also customer retention and referrals. In this session, we will discuss what it takes to ensure you have a well-trained customer service team including how to deal with challenging customers and how to turn difficult situations into opportunities that give your company a competitive advantage.

### 204. Teamwork

The ability to understand and communicate effectively in teams is an important part of our personal and professional success. Through discussion, interactive exercises and a debriefing session, we will learn how to apply successful team concepts and strategies in very practical ways and explore how teams can work together most effectively..

### 205. The 5 Buckets Principle™

Is it possible to meet the competing demands of finances, friends and family, work, health and community? The resounding answer is yes! In this fun, interactive seminar, participants will learn the 5 Buckets Principle of work/life balance to get the tools to prioritize what is and should be important to them. They will learn how to think about the BIG PICTURE without ignoring the little things that matter.

We will show them how to find the time to manage it all, including time for themselves, and for fun, by identifying priorities, making choices and managing expectations.



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## 206. Unconscious Bias

Are we on top of our biases, or might we be harboring some prejudices that lie outside of our awareness? This program will define unconscious bias and give us a framework for how we understand it. With numerous discussion opportunities, participants will explore biases, look at how unconscious bias is measured, examine the conflict that arises between one's natural inclination to categorize vs. the conscious drive towards diversity, and identify ways to overcome these biases.

\*No recordings of live sessions for this topic

## 207. Understanding Personality Types

Understanding personality types can be somewhat confusing. This one-hour seminar is designed to gain a practical understanding of the different types of personalities and teach you how personality types can impact our behavior. Participants will identify their own personality type to learn how to use type preference as an energy management tool that enhances their skills in interpersonal communication.

## ADDITIONAL TOPICS \$750

### 208. Balance and Boundaries

*(Webinar only)*

It's time to take action on establishing a Work/ Life balance. With many changes that have taken place personally, professionally, and globally, new foundations need to be established. The pandemic transformed working life, creating a "new normal." With many changes happening at once, becoming a master of your time and energy is THE way to success at work and at home. Knowing how to focus on the right things at the right time is everything. Join us as we establish balance and boundaries in your daily life.

### 209. Be Positive

Although not everyone believes in the power of positive thinking, it is a field that has been utilized by countries around the world, for centuries. Today, scientists understand why the attitudinal approach -- positive versus negative energy, dramatically impacts us, as well as our relationships with others. In this class, we will discuss our ability to benefit from the power of positive thinking by making changes to our thought process and perspective.

### 210. Clean Living

Clean living is all about cleaning out the toxins in your life. This is a mind/body approach to living a clean and healthy lifestyle. We will discuss what adds toxins to your mind and body and how to eliminate them for good. Some aspects of this seminar will discuss how we can establish a healthier way of eating through whole, real, nutrient-rich food. We'll also look at how eliminating the processed food, that is a normal part of most people's diets, can help support a clean-living lifestyle. We will discuss toxic products we use in the home, vitamins and supplements and many more areas during this seminar.

### 211. Digital Detox

*(Webinar only)*

Do you get a weekly screen report and wonder how you could possibly be spending so much time on your devices? This session will look at how much time we are actually spending on our digital devices per day and what are the implications of digital dependency. We will discuss the importance of setting boundaries around digital usage and share tips for disconnecting from email, social media, and even the devices themselves.

### 212. Getting Organized

If you need help getting organized, this program is for you. It looks at the downside of being disorganized, helps you determine your own organizational quotient, explores why we're disorganized. This session also examines the benefits of organization and identifies how to start. It addresses organization issues in both our homes and at work, discusses storage issues, helps you determine if disorganization is a problem and offers resources.





### **213. The Caregiver's Guide to Optimal Self-Health**

*(Webinar only)*

While acting as a caregiver to another is a profound labor of love, it can also take a physical, mental and emotional toll on a person. When you focus all of your energy on the needs of other people, it is too easy to put your own needs on the back burner. This can result in serious mental, emotional and even physiological consequences. This session will help you identify some of the most common signs of caregiver burnout, create more awareness around your own energetic "reserves," and explore some of the most effective ways to replenish your energy through self-care so that you can feel nurtured and sustained in bringing your best self forward.

### **214. Time Mastery**

*(Webinar only)*

We are in a season of change, challenge and opportunity. It's a lot. Are you feeling overwhelmed? You're not alone. So many people are suffering from chronic overwhelm and exhaustion- this is a no-win game that's unhealthy, unnecessary, and unsustainable. Attend this session and learn how to manage your time and amplify your results by doing less, eliminating energy drains and distractions, and connecting with your true nature.