SMILE THERAPY SERVICES

Wellness

Workshops

Educate, Engage and Encourage Your Team Today!

SMILE Therapy Services LLC is an award-winning mental health agency that provides mental health therapy and education to individuals, families and groups. From professional development workshops to organizational leadership consulting services, top companies lean on our solutions to improve their employee wellness and culture through our diverse team of licensed experts. SMILE'S team encompasses licensed social workers, licensed professional counselors as well as marriage and family therapists.

We partner with you to understand the needs of your audience or team and tailor the workshops to be immediately relevant and applicable. All workshops can be provided virtually or in-person.

Managing Emotions During Times of Uncertainty: participants will explore how uncertainty can trigger overwhelming emotions and impact mental health. The workshop aims to help individuals recognize how anxiety and emotions manifest during stressful periods, providing insight into their emotional responses. Attendees will also learn practical coping strategies and discover valuable resources to support emotional well-being, empowering them to navigate challenging times with greater resilience and self-awareness.

Blueprint for Wellness- Crafting Attainable Goals: a wellness workshop designed to guide participants in setting realistic and meaningful goals to support their overall well-being. In this session, individuals will learn how to create personalized wellness plans that align with their physical, emotional, and mental health priorities. The workshop emphasizes the importance of setting attainable and sustainable goals, offering practical strategies and tools to help participants stay motivated and accountable as they work towards a healthier, more balanced lifestyle.

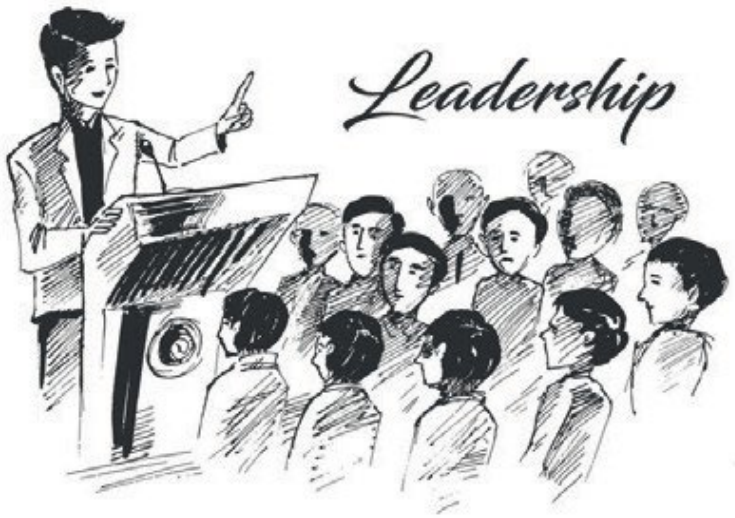
Emotional Intelligence: The game changer: Some experts say that your emotional intelligence, often referred to as "EI" could be more important than your "IQ" in your overall success in life. The good news? We believe you have the power to improve it. In this unique workshop designed specifically for organizational leaders, you will learn how emotional intelligence may be impacting your ability to connect with your team. We'll also offer you proven ways to strengthen your emotional intelligence so you can build trust, and meaningful relationships --- while implementing "EI" into the fabric of your communication.

Mental Health in the LGBTQ Community: This wellness workshop focuses on the unique mental health challenges faced by LGBTQI+ individuals. This session aims to raise awareness of the social, emotional, and psychological impacts of discrimination,

and marginalization on mental well-being. Participants will explore the barriers to accessing mental health care and learn about resources, coping strategies, and supportive networks tailored to the LGBTQI+ community. The workshop fosters a safe and inclusive environment for discussions around identity, mental health, and the importance of building resilience and support systems within the community.

Mental Health Spot - Checks: During these trying times, it's especially important to do spot-checks on the "pulse" of your team's mental health. From a phone call to your employee to communicating support and empathy, we'll take you behind the curtains of our intimate process -- and share with you the DO's and DON'TS of mental health language -- as well as best resources to share with your other team leaders.

Knowing The Signs: Suicide Awareness: This workshop is designed to increase understanding of the warning signs and risk factors associated with suicide. Participants will learn how to recognize behaviors that may indicate someone is in emotional distress and at risk, as well as how to approach sensitive conversations around mental health. The workshop will provide valuable resources and practical tools for offering support, promoting open dialogue, and connecting individuals to professional help. By fostering awareness, this session aims to empower attendees to play a proactive role in suicide prevention and support mental well-being in their communities.



The Balancing Act: How do we start creating a more balanced life? It's a common question our clients often ask at SMILE Therapy Services! That's why we kick off this workshop by educating your group on Maslow's Hierarchy of Needs. This helps each individual determine priorities, including external factors in their lives. Then we identify gaps, define boundaries (a must!) and create powerful action steps to help improve the balance in their lives.

Resiliency: At SMILE, we believe it's possible to build your "resiliency muscle." In this workshop, learn the five elements that make up resiliency and the plethora of ways to boost yours -- no matter your age, background or life experiences. We break down dynamic techniques, plus key resources and the winning mindset to help you implement resilience in your daily life.

Burnout, Self-Care & Stress Management: We often recognize physical signs of stress, like exhaustion and digestive problems, long before we acknowledge emotional signs. Those tend to creep up in ways that are more difficult to recognize -- until we simply can't ignore them any longer. Discover the differences between physical and emotional stress, burnout , the risk factors involved, as well as the various ways to manage stress, reduce anxiety and minimize burnout.

The Power Of Patience: Have you ever taken a chance to study patience? In this fast-moving world, we'll encourage you to pause and cultivate your patience with clients, customers and your staff. If your employees often interrupt people or display poor non-verbal communication, then this deep dive workshop will help. By becom-ing more patient, your workforce will improve their overall listening skills, as well as emotional intelligence and overall relationships.

Grief, Loss & Seasonal Depression: This workshop offers a compassionate space to explore the emotional impact of grief and seasonal changes on mental health. Participants will gain an understanding of how grief and loss can intertwine with seasonal depression, particularly during darker, colder months. The workshop will provide strategies for managing difficult emotions, fostering self-care, and building resilience during times of sorrow and seasonal affective disorder (SAD). Attendees will also discover resources and tools to navigate these challenges while learning how to support others who may be experiencing similar struggles.

Trauma Education Overview: Learn the fundamentals of trauma, the impact on the brain and the many ways it can change behavior in the long term. No matter the industry, we would especially recommend this educational workshop to provide you with the insight that would help you to effectively communicate and handle possible troubling symptoms, such as, depression, anxiety, anger. [For example, we provided a Fortune 100 client this trauma workshop after the wave of social justice protests and also, the January 6 insurrection].



Managing Secondary Traumatic Stress: Secondary traumatic stress as a result of global conflicts and events has significant impacts on mental health. This training will equip attendees with knowledge of the benefits of self-care as stress management and trauma intervention.

Breaking the Stigma: In this presentation, we will explore the power of shifting perceptions around mental health and caregiving. Join us as we break down the barriers of stigma, challenge misconceptions, and advocate for more compassionate, supportive environments for caregivers. By understanding the impact of stigma, we can empower individuals, foster open conversations, and create a culture of empathy and respect. Together, let's take the first step toward a future where everyone feels seen, heard, and supported.

Exploring Mental Health Options, Therapy and Beyond: In this presentation, we'll dive into the many pathways to mental health support, exploring traditional therapy options and beyond. Whether you're looking for individual therapy, group counseling, or alternative approaches such as mindfulness, art therapy, or digital tools, understanding the variety of options available can empower you to make informed decisions. Join us as we break down common misconceptions, explore effective strategies for emotional well-being, and provide resources to support mental health in meaningful ways. Let's explore the journey of healing, growth, and self-care, together.

Self-Care for Caregivers: Being a caregiver is an incredibly rewarding but often challenging role, demanding both physical and emotional energy. This presentation explores the importance of self-care for caregivers, offering practical strategies to maintain personal well-being while providing exceptional care. We'll discuss stress management techniques, setting boundaries, seeking support, and prioritizing your own needs. By integrating these practices into your routine, caregivers can enhance their resilience and provide better care to others without sacrificing their own health. Join us to discover how caring for yourself is essential to caring for those you love.

Time Management: Time management is the key to unlocking your full potential and achieving your goals, both personally and professionally. In this presentation, we will explore practical strategies to make the most of your time, tackle procrastination, and prioritize tasks effectively. Whether you're managing a busy schedule, working on long-term projects, or simply looking to be more productive, you'll leave with actionable tools to take control of your day and maximize your success.

Healing from Trauma & Building Allyship in the Black community: This presentation explores the intersection of healing and solidarity in the Black community. By examining the impacts of historical and personal trauma, we will discuss pathways to emotional and collective healing. Through open dialogue, empathy, and actionable allyship, we can empower individuals and communities to support each other and build stronger, more resilient connections. Join us in exploring strategies for fostering healing, understanding, and allyship that can help create lasting positive change within the Black community and beyond.



SMILE THERAPY SERVICES

Leadership Development Workshops

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We are certified in Kolbe, Gallop's StrengthFinder, 360-Feedback Loops, Predictive Index, and Executive Coaching . Our team has the knowledge to support your leadership team.

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SMILE THERAPY SERVICES LLC
TRANSFORMING INDIVIDUALS FROM THE INSIDE OUT

ORGANIZATIONAL LEADERSHIP WORKSHOPS

Lead with Effective Communication: If you're an organizational leader looking to improve your relationships with staff and supervisors, then this workshop is for you. Effective communication can make -- or break -- a successful work environment. Unfortunately, many leaders are not equipped with the proper communication tools to lead in a supportive and effective manner. This can greatly impact morale and employee retention. In this dynamic workshop, leaders will learn communication strategies to improve their listening skills as well as conflict-resolution techniques so they can communicate in a productive and respectful manner.

Leverage your leadership style: Your leadership style has an incredible impact on your work relationships. We'll explore the various types of leadership styles as well as the strengths and areas of growth associated with each one. In this lighthearted and demonstrative workshop, we'll show you how your leadership style can flow best with your colleagues or supervisors -- and share powerful tips to leverage your leadership style -- in the short and long term.

Emotional Intelligence: The game changer: Some experts say that your emotional intelligence, often referred to as "EI" could be more important than your "IQ" in your overall success in life. The good news? We believe you have the power to improve it. In this unique workshop designed specifically for organizational leaders, you will learn how emotional intelligence may be impacting your ability to connect with your team. We'll also offer you proven ways to strengthen your emotional intelligence so you can build trust, and meaningful relationships --- while implementing "EI" into the fabric of your communication.

Cultural Competency & Unconscious Bias: Cultural competence helps build a culture of safety. In any industry, the standout and most transformative leaders tend to make an intentional effort to treat all employees in the same manner -- regardless of their diverse backgrounds or perspectives. In this workshop, we dive into uncon-

scious bias and share with you our top tips to foster cultural confidence and improve inclusion in the workforce.

Mental Health Spot - Checks: During these trying times, it's especially important to do spot-checks on the "pulse" of your team's mental health. From a phone call to your employee to communicating support and empathy, we'll take you behind the curtains of our intimate process -- and share with you the DO's and DON'TS of mental health language -- as well as best resources to share with your other team leaders.

Sexual Harassment: Workshop attendees will learn the definition of sexual harassment vs sexual assault. They will also learn the types of sexual harassments, resources to assist them as well as language/terminology that's associated with it. Additionally, organizational leaders will receive preventative strategies to help avoid and/or reduce these incidents from occurring in the workplace.

Turning Purpose into Performance: Enhancing employee engagement starts with understanding one key thing, how each individuals' true gifts and talents align with company culture. This is key to their role at work that can make a substantial difference in not just everyone desires to do their job but to work more effectively together as a team while also outperforming all those around them. In this interactive workshop, we walk participants through our step-by step-process, that we have used to coach thousands to get the drive it takes to step fully into greater meaning & fulfillment in the work you do for the individual while also increasing productivity for the company!

The Power of Self: Do you struggle with presenting your authentic self at work? Do you ever feel like you must wear a set of masks at work in order to navigate your professional role? Ultimately there is one thing standing between you and your ability or your employees' ability to excel at work = aligning your performance with your purpose. In this interactive workshop, we will equip participants with the key ingredients it takes to not only understand how to align their purpose with their role at work but what this means to increasing their ability to perform, create a greater return for the company and therefore building a highly successful corporate trajectory that will allow participants to see that their next best move in their career may indeed be within the company they are already working for, in other words they will learn how to align their purpose with their paycheck.

The Keys to SIGNIFICANT Leadership: Leaders must ask themselves whether they want survival, success, or significance? Leadership is not for the faint of heart but takes dedication and determination to move from success to **making a significant impact in all you do!** In her interactive workshop Nicole will equip participants with the key ingredients it takes to not only to steer the ship as the leader of your company/department but to motivate others to join you on the journey of building a highly impactful business.

Creating a Culture of Psychological Safety: this training is designed to empower leaders to foster an environment where team members feel safe to express ideas, take risks, and voice concerns without fear of negative consequences. This training delves into the principles of psychological safety, highlighting its critical role in enhancing team performance, innovation, and employee well-being. Participants will explore strategies for building trust, encouraging open communication, and effectively addressing conflicts. Through a mix of interactive lectures, practical exercises, and real-world case studies, leaders will learn how to create a supportive atmosphere that values diversity of thought and promotes collaborative problem-solving. By the end of the training, leaders will be equipped with the tools to cultivate a psychologically safe workplace, driving engagement, creativity, and overall organizational success.

Connecting Through Understanding and Compassion: A training program designed to enhance leadership skills through the principles of empathy and emotional intelligence. This transformative training focuses on developing a deep understanding of team members' perspectives and fostering genuine connections within the workplace. Participants will explore techniques for active listening, empathetic communication, and conflict resolution, all aimed at building trust and collaboration. Through a combination of interactive lectures, hands-on workshops, and real-world case studies, leaders will learn how to create a supportive and inclusive environment that encourages open dialogue and mutual respect. By the end of the training, leaders will be equipped with practical tools to lead with compassion, drive team engagement, and foster a culture of understanding, ultimately enhancing overall team performance and satisfaction.

- **Harnessing Inner Wisdom for Authentic Leadership**: A transformative program designed to cultivate self-awareness and authenticity in leadership. This training empowers leaders to connect with their inner wisdom, fostering a leadership style that is genuine, transparent, and aligned with their core values. Participants will engage in reflective exercises, mindfulness practices, and guided discussions to enhance their emotional intelligence and decision-making abilities. The program also covers techniques for building resilience, managing stress, and leading with integrity. Through a blend of interactive sessions and practical applications, leaders will learn to navigate challenges with confidence and inspire their teams through authentic connections. By the end of the training, leaders will have the tools to lead authentically, fostering trust and loyalty within their organizations, and driving sustainable success.

- **Leading Diverse Teams:** A program designed to equip participants with the essential knowledge and skills to effectively manage and lead diverse teams. This interactive training covers key topics such as understanding the dimensions of diversity, recognizing, and mitigating unconscious bias, and developing cultural competence. Leaders will learn inclusive leadership practices that promote psychological safety and team cohesion, as well as strategies for effective communication across cultures. The training also includes action planning to help leaders develop and implement personalized diversity and inclusion strategies within their teams, ensuring a lasting impact on their organizational culture.

- **Effectively leading remote teams:** A comprehensive program designed to equip leaders with the skills and strategies necessary to manage and motivate teams in a virtual environment. This training addresses the unique challenges of remote leadership, including maintaining team cohesion, ensuring effective communication, and fostering a strong organizational culture from a distance. Participants will learn best practices for leveraging technology, setting clear expectations, and providing support and feedback in a remote setting. Through interactive workshops, case studies, and practical exercises, leaders will develop techniques for building trust, promoting collaboration, and enhancing productivity among remote team members. By the end of the training, leaders will be prepared to navigate the complexities of remote work, ensuring their teams remain engaged, connected, and high performing.

Leadership in Lights: Utilizing brief clips from movies like Coach Carter, Save the Last Dance, Maid in Manhattan, Pursuit of Happiness, The Karate Kid, Lean on Me, Facing the Giants, and a host of others, SMILE authentically teaches business professionals personal responsibility, accountability, cutting-edge leadership, communication, and relationship lessons in a highly interactive – talk show type seminar. Participants watch, discuss, debate, and most importantly LEARN and APPLY hidden leadership gems and principles found within many of America's favorite blockbuster movies.

MOVE Like You Own It: Ready to equip and empower your teams to operate daily as if they are the CEO of your company? In this powerful, interactive workshop, your teams will learn how to think, act and make empowered decisions that move the needle. When your people learn you take ownership of the role they play in serving your community, customers and shareholders, it's a game changer that impacts productivity, efficiency and profitability. Leveraging a truly unique approach to leadership development, expect every member of your organization to be empowered, equipped, entertained and elevated in the way they show up to do their job every day following this dynamic workshop.

Lead, Follow or Get Out of the Way: In this transformational workshop, SMILE shares 7 Traits of Dynamic Leaders and how to strive for excellence in every area of your life and commit to becoming better examples. Participants will write their own Leadership Stimulus Plan, which will empower and stimulate leaders to lead a more focused life filled with uncompromising integrity, a passion for excellence, and a constant desire to improve not only themselves but their workplace and their households.

You're about to discover:

Ø 7 must have leadership traits that inspire authentic leadership, increased productivity and morale
Ø How to lead others from the inside out
Ø Fun activities to use with your staff to increase leadership and accountability
Ø The V.A.L.U.E. Formula for leading through dynamic change
Ø Why leadership has nothing to do with your title

The Leadership Preparedness Plan: We know that you have called them leaders, but do they think, act and plan like leaders?! In this powerful interactive workshop, your leaders at every stage will learn how to create their own leadership preparedness plan that leverages their strengths, identifies their opportunities and positions them to best develop and deliver in their role within your organization.

Mindset for Success: The 5 Internal Keys That Lead to External Success : 95% of everything is your attitude and/or mindset. Only 5 % of life and business success is skill. Most people have a desire to achieve at levels that are very high yet they stop themselves in their tracks because their mindset is not allowing them to achieve. It sounds crazy; yet, it is the truth. In this very transformational workshop, SMILE radically dismantles the blocks and beliefs that are creating self-sabotage to allow participants to win the inner game of goal achievement by connecting their "heart-set" to their mindset by first understanding FEAR, self-limiting or sabotaging beliefs, EGO and the importance of the following statement:

Leadership Circles: Our Mission is to help emerging, expanding and executive leaders strategically bridge the gap between their personal brand and their organization's goals and objectives so that they build peak performing teams, lead in authentically and advance their organization without stressing out, burning out or checking out. Programs are 6 to 12 months for groups of 8-10 leaders.

Topics include:

-Mastering an advancing leaders mindset
-Strengths Based Leadership
-Develop, Align and Deliver a Strong Personal Brand
-Communicate Up, Down and Across For Organizational Group and Effectiveness
-Understand the role you play in your organization's goal achievement

The program commences with each leader taking several strengths based assessments. The assessments include: Kolbe, Strengths Finder 2.0, Fascinate These programs include extensive mindset activities which reduce fear and self-sabotaging beliefs and position leaders to actively engage and work toward their goals. strengths based assessments, executive coaching and masterminding with same level leaders

across the organization.

Using self-care and emotional intelligence (EQ) to lead with purpose:

Leadership isn't just about strategy and decision-making—it's about connection, resilience, and intention. In this engaging session, we'll explore how Emotional Intelligence (EQ) and self-care practices empower working professionals to lead with purpose. Discover how to enhance self-awareness, foster meaningful relationships, and create a sustainable leadership style that prioritizes well-being. Whether you're managing a team or guiding organizational change, this presentation offers actionable tools to align your leadership with your values and inspire others to thrive.



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CONFLICT RESOLUTION ORGANIZATION SOLUTIONS

In today's fast-paced work environment, effective communication and strong team dynamics are more crucial than ever. Whether your team is navigating a team or individual conflict, managing interpersonal tensions, or striving to improve overall team collaboration, and communication, our comprehensive services are designed to foster a positive and productive workplace. By integrating these services, we help organizations create an environment where challenges are addressed constructively, and teams can thrive together.

Conflict Resolution Trainings: These sessions equip employees with the skills to address and resolve disputes before they escalate or during escalation, promoting open dialogue and understanding. These trainings focus on building emotional intelligence such as empathy, understanding toxic workplace behaviors, improving active listening, and providing practical tools to improve communication and for managing conflicts in real time.

Length of sessions: 90minutes to 3 hours

Mediation Services: Our services offer a neutral and structured approach to resolving more entrenched conflicts. Through 1on1 processing sessions with each team member, and guided group facilitation sessions, we help teams identify the root causes of disputes, explore mutually beneficial solutions, and restore trust and collaboration.

Length of sessions: 90minutes to 3 hours

Team-Building Sessions – These sessions are tailored to strengthen team relationships, increase trust and enhance connectedness within your organization. These interactive and engaging workshops encourage creative problem-solving, boost morale, and help employees appreciate diverse working styles, ultimately contributing to a more cohesive and high-performing team.

Length of sessions: 90minutes to 2 hours

SMILE Therapy Services is excited to offer transformative Refreshing SMILE Wellness Retreats designed specifically for corporate teams and organizations looking to prioritize the mental, emotional, and physical well-being of their employees.

What we offer:



- Integrated Soudbath, yoga, meditation
- Team-Building Activities encouraging communication, trust, and empathy
- Personal Growth & Reflection : Self-Care Therapeutic Groups
- Mental health Workshops (topics vary)
- Massage Therapy

We create a space where your team can truly disconnect and recharge. Time to focus on the employee as an individual

Customized Programs: Tailored to meet your team's specific needs, designed to align with your organizations goals and values.

Retreat Time Frames:
4 hour or 8 hour retreats



The Impact to Your Organization:

- Increased Employee Engagement and Productivity
- Reduced Burnout and Absenteeism
- Stronger Company Culture
- Improved Team Cohesion and Communication

SMILE THERAPY SERVICES LLC
TRANSFORMING INDIVIDUALS FROM THE INSIDE OUT

Contact Us:

For more information or to schedule a consultation for a wellness retreat, please contact us via email at info@smiletherapyservices.com

SMILE THERAPY SERVICES LLC
TRANSFORMING INDIVIDUALS FROM THE INSIDE OUT

Transform Your Workplace Culture with the Refreshing SMILE On-Demand Mental Health & Wellness App



What is Refreshing Smile App? Refreshing Smile is a cutting-edge mental health and wellness portal and app designed to empower employees with the tools they need to thrive in today's fast-paced work environment. Our platform offers on-demand resources, expert-led content, and personalized support to create a healthier, more engaged, and productive workforce.

Why Choose Refreshing Smile?

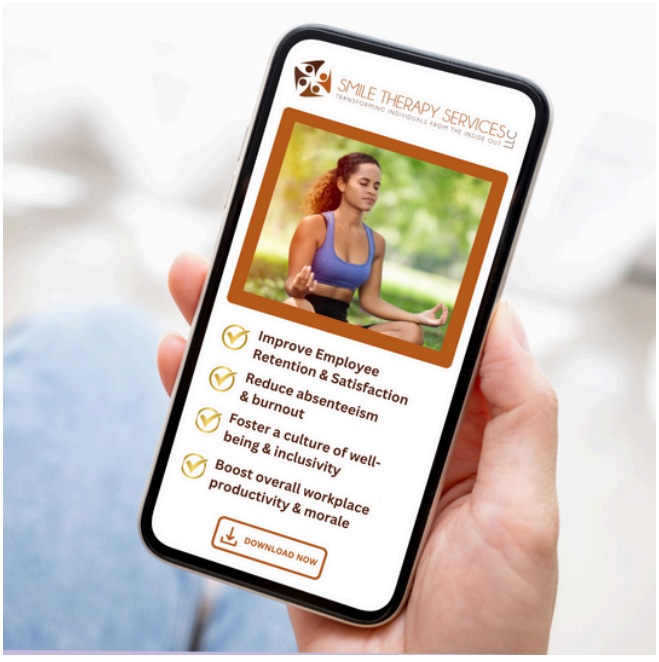
- **On-Demand Access:** Employees can engage with wellness content anytime, anywhere.
- **Expert-Led Resources:** A diverse range of mental health professionals and wellness experts provide curated content.
- **Personalized Experience:** Customizable wellness plans tailored to individual needs.
- **Proactive Support:** Tools to reduce stress, boost morale, and improve mental resilience.
- **Data-Driven Insights:** Employers receive analytics to measure engagement and impact.

Key Features:

- Stress management and resilience training
- Self-care and emotional wellness workshops
- Leadership and team-building strategies
- Community and peer-support forums

Benefits for Employees:

- Improve employee retention & satisfaction
- Reduce absenteeism & burnout
- Foster a culture of well-being & inclusivity
- Boost overall workplace productivity & morale



Empower Your Workforce Today!

Visit RefreshingSMILE.com or contact us at info@smiletherapyservices.com to schedule a demo.

Be Present. Be Well. Be Whole.

SMILE THERAPY SERVICES LLC
TRANSFORMING INDIVIDUALS FROM THE INSIDE OUT

Creating Healthy Workplaces, One Organization at a Time

CAPABILITY STATEMENT

Our Company

SMILE Therapy Services specializes in behavioral health, wellness, professional development and leadership development services with a holistic, culturally sensitive, and outcomes-focused approach to employee mental health training, contributing to a healthier and more supportive workplace environment.

Key Differentiators

Cultural Competence
Rapid Response Crisis Support
Evidence-Based Practices
Licensed Expert Facilitators
Highly Customized Solutions

Company Information

UEI: GF4BNMJTFC42 | Cage Code: 81EM6
8(a)-2029 Expiration, Women Owned Small Business

NAICS

621330 - Offices of Mental Health Practitioners
611430 - Professional and Management Development Training
624190 - Other Individual and Family Services
621420 - Outpatient Mental Health and Substance Abuse Centers
561499 - All Other Business Support Services
541611 - Administrative Management and General Management Consulting Services

Contact Us

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Core Competencies

Our competencies collectively contribute to the effectiveness of employee mental health training programs, fostering a supportive and mentally healthy workplace culture.

Preventative Wellness Solutions
- Employee Wellness Workshops
- Mental Health 1-1 Coaching Sessions
- Employee Resource Group (ERG) Wellness Support

Leadership and Management Development Training
- Creating Psychologically Safe Workspaces
- CliftonStrengths Leadership Training and Coaching
- Conflict Resolution, 360 Feedback Assessments
- Executive Wellness Coaching
- Soft Sills Training i.e. Emotional Intelligence (EQ), Resilience, Conflict Resolution, Mindfulness, etc.

Therapeutic Safe Space Sessions
- Trauma and Crisis Response Group sessions
- Trauma Informed Care Training

Professional Development Training
- Communication and interpersonal skills
- People Leaders training

Consultation & Advisory Services:
- Organizational Assessments and Evaluations
- Strategic Planning & Implementation
- Stigma Reduction Strategies

Resource Development:
- Educational Materials (guides, toolkits, and digital content)
- Digital Platform Development and Management

Program/Project Management
- Oversee and manage complex programs/ projects
- Provide staffing for contracts and programs



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TRANSFORMING INDIVIDUALS FROM THE INSIDE OUT

Key Successes

Microsoft

Problem:

Microsoft identified a need for diverse and inclusive wellness support for employees who identify as Black or Brown. These employees required specific wellness assistance to navigate community challenges such as racial unrest, events like George Floyd, and leadership improvement in emotional intelligence. Additionally, there was a crisis wellness support requirement for employees and managers affected by the Israel and Palestine war.

Solution:

Collaborated with leaders of black and brown employee resource groups to assess needs. Established a program offering monthly therapeutic safe space sessions and wellness workshops led by therapists of color. Conducted workshops for leaders on emotional intelligence to enhance leadership skills. Addressed crisis support by working with HR in neighboring countries, organizing culturally appropriate wellness workshops, and creating psychologically safe spaces for employees to process emotions related to the crisis.

Benefits:

Employees reported improved mental health, the ability to implement new skills, feeling supported by the company, and an enhanced workplace culture. mental health, the ability to implement new skills, feeling supported by the company, and an enhanced workplace culture.

DC Human Resources

Problem:

DC Government's Human Resources needed mental health solutions to address workplace issues like stress management, work-life balance,managing in a virtual workplace and burnout reduction.

Solution:

Worked with the Chief of Wellness to create preventative monthly wellness workshops covering topics to help employees enhance mental health and emotional well-being and to help the employees work more effectively while they were virtual.

Benefits:

Employees reported improved mental health, leading to increased productivity and an enhanced workplace culture.

DC Metropolitan Police Department

Problem:

New cadets needed training on managing situations involving domestic abuse and mental health disturbances.

Solution:

Created and implemented a domestic violence professional development series for cadets, including psychoeducation on common mental health challenges and appropriate response strategies.

Benefits:

Cadets increased their knowledge of Domestic Violence and mental health, learning how to respond appropriately to difficult situations.

AETNA

Problem:

AETNA needed consistent trauma-informed wellness services for their diverse clients.

Solution:

Collaborated with point of contact to assess the needs of staff. Provided monthly wellness workshops on various topics and therapeutic safe space sessions for crisis response support.

Benefit:

Employees gained coping strategies, resulting in improved mental health and increased workplace productivity.

DC Department of Behavior Health

Problem:

The Mayor established a School-Based Expansion program contract to provide tiered mental health services in schools to reduce disciplinary incidents and support school staff.

Solution:

Staffed 20 schools with full-time school-based licensed therapists, trained each therapist to manage their program, and managed the program for the past 5 years.

Benefit:

Improved mental health and wellness for students and staff in DC Public Schools and DC Charter Schools.