

Working Well, Together

A guided organizational health program for complex workplaces



Are your staff struggling despite your best efforts?

We know that leaders and HR professionals care deeply about creating a healthier workplace. But in high-stress workplaces, the causes of burnout, secondary traumatic stress, and turnover are complex. At the same time, leaders and HR professionals are being asked to do more with less.

Our program helps leadership teams understand what's impacting the wellbeing of their teams, and what to do about it. We give your team the support they need to build a culture in which:



Teams adapt quickly, without breaking trust or burning out.



Staff have the tools they need to manage secondary traumatic stress, moral distress, and empathic strain.



People stay. Not because they have to, but because they believe in the mission of your organization.

WHAT IS INCLUDED?

- **Leadership Survey** to help us customize our delivery
ONLINE | <10 MINS TO COMPLETE
- **1x Tailored Training Session** for your leadership team
LIVE VIRTUAL | 90 MINS
- **3x Guided Consultation Sessions** with key staff
LIVE VIRTUAL | 3 X 60 MINS
- **Customized Curriculum & Recommendations Package**
DIGITAL WORKBOOK
- **1x Implementation Support** for your leadership team
LIVE VIRTUAL | 60 MINS
- **Free One-Year Access to the TEND Toolkit** for all staff
ONLINE SUBSCRIPTION



FAQS about **Working Well, Together**

What is the tailored session for leadership?



Led by Françoise Mathieu, TEND Executive Director, this live, virtual session provides the fundamentals on organizational health in high-stress, workplaces.

What is the purpose of the guided consultation sessions?

Led by Marlene O'Neill Laberge, TEND Organizational Health Specialist, these sessions provide an opportunity for our team to learn what makes your workplace unique, what might be holding your team back, and identify ways in which trauma exposure may be intensifying everyday challenges.

What is included in the customized curriculum?



We will develop a fully customized digital resource that outlines strategies, tools, and supports designed to strengthen your team's wellbeing. This PDF will be tailored specifically to your workplace based on insights gathered during our consultation sessions.

What is the TEND Toolkit?

The TEND Toolkit is a searchable database of tools, strategies, and education to support helping professionals working in complex workplaces. This program includes a one-year subscription access for **all staff**.

Let us help you invest your time and resources where they matter most so **your team can work well, together.**



Book a time to chat with Marlene, our Organizational Health Specialist, at marlene@tendacademy.ca

