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WORKPLACE  
ENERGY  
HEALTH  
LEADERSHIP  
PROGRAM™

IMPROVING WORKPLACE  
PERFORMANCE





## The Importance of a Leader...

# in the Workplace Wellbeing of Employees

Nearly all working Canadians experience mental or physical health issues that affect their ability to remain productive and focused on the job. Leaders play a pivotal role in recognizing when people are struggling and in need of support.

Employees who describe their leaders as positive and supportive to their mental or physical health challenges experience:

- Lower rates of absenteeism
- Higher levels of engagement
- Greater productivity
- Improved overall health (mental and physical)

The WORKPLACE ENERGY HEALTH LEADERSHIP PROGRAM is an intervention and prevention program. It teaches leaders simple and effective leadership actions they can take right now to decrease workplace health challenges, while increasing productivity.

This workplace wellbeing course uses the science backed Pillars of Energy Health Performance to help an organization maximize the mental and physical health of their employees. This knowledge and the associated leadership actions help organizations support their people. This in turn helps to control the associated costs and risks associated with employees who are; fatigued, burned out, sick, missing work or simply not as engaged and productive on the job as they could be.

# Pillars of Energy Health Performance

What can leaders do to improve the mental and physical health of their employees?

Healthy employees produce better, show up at work more, are more committed, engaged and creative in the workspace.

Change begins with the awareness of workplace wellbeing and understanding the actions leaders can take to positively impact employee energy levels improving the mental and physical health of the people they lead.

Leaders that recognize when a member of their team is struggling can take quick effective action that supports that worker and their team so they can show up more often and become more engaged and productive at work.

## The Factors of Workplace Wellbeing

The habits and activities that get people to produce maximum productivity and become elite performers are the same as helping people reduce their workplace and life stress, get control of fatigue, eliminate anxiety and depression, in short improve their mental and physical wellbeing.

If leaders want their workforce to be the best in any role they are in, they can take action to help the person create a foundation of wellbeing. Without a culture of workplace wellbeing, the physical and mental stress often takes a toll on your people resulting in absenteeism, employee turnover, lower productivity and decreased engagement.

### Energy Health - Performance Continuum

*Dealing with  
burnout, mental  
& physical health  
conditions*



*Managing  
energy*



*Habitualising  
energy health*



*Intentionally  
building  
resilience*



*Maximising  
performance*





# Workplace Energy Health Leadership Program

Workplace Energy Health brings your leadership team together to learn what actions they can take as to positively impact employee energy and stress levels to improve both the mental and physical health of the people they lead.

In the program, each leader completes their own assessment, learns the leadership skills, the habits and activities that get the people they lead to reduce their workplace and life stress, get control of fatigue, eliminate anxiety and depression and as a result are better able to measurably improve productivity, work attendance and be more engaged and happier in their work.

## Workplace Energy Health at a Glance



<b>Module 1</b>	Energy Health Assessment	2 hours
<b>Leadership Community</b>	Introduction to Uncommon Leadership Community	
<b>Module 2</b>	Mindset and Intention	4 hours
<b>Module 3</b>	Energy Health Performance	8 hours
<b>Module 4</b>	Uncommon Communication, Coaching and Mentorship	4 hours
<b>Module 5</b>	Uncommon Workplace Health and Team Productivity	2 Hours
<b>Module 6</b>	Uncommon Application	4 Hours
<b>Total Training and Education with Application of Training</b>		24 hours/ Over 52 weeks

## Module 1:

# Energy Balance Assessment



The first step for any improvement program is to clarify where you and your people are currently at. We start with a proven diagnostic tool that measures each person on your teams physical, mental, emotional, environmental and social stressors to see where they are at right now. This gives a leader a baseline of where to start and leads to specific actions they can take right away to improve workplace performance.

**Learning Objectives:** By the end of the assessment the leader will:

- Have assessed each member of their team
- Reflected on the current stressors in their teams and discuss possible actions
- Understand the stressors that are impacting his team and be able to objectively create a plan of action to improve workplace wellbeing

# Uncommon

## Leadership Community

Access to experts in workplace health: We introduce leaders to a regular online forum made up of leaders and experts from around the world. The Uncommon Leadership Community has regular scheduled meetings and discussions with experts in energy, mindset, nutrition, exercises, fitness, leadership and management. We provide education and training and mentorship that will improve your workplace health and performance.



### Module 2:

## Mindset and Intention

In Pillar 1: Mindset and Intention, we teach leaders to understand the impact of a person's thinking and how brain chemistry effect their mental and physical wellbeing. The first and most important skill a leader can learn is the ability to recognize the symptoms of physical, mental, emotional, environmental and social stressors and the reasons why a person is disengaged, has low energy or is struggling.

**Learning Objectives:** By the end of the session the leader will:

- Understand the principles of intentionality and mindset and the physical response of the human brain to stress and fear
- Understand how life experiences impact a person's belief and actions
- Be able to articulate how to recognize when a person is struggling or being challenged
- Reflect on how people perceive themselves when they set goals and objectives
- Begin the process of assessment and setting improvement goals and objectives with an intentional mindset



## Module 3:

# Energy Health Performance

In Pillar 2: Energy Health Performance we explore the research behind energy health and teach to leaders the reasons behind fatigue, anxiety, depression and other symptoms of workplace wellbeing. We teach leaders how to observe and act so employees can improve their energy and productivity.

**Learning Objectives:** By the end of the session the leader will:

- Understand the principles and science behind energy management
- Understand how an employee can become a more energized and engaged person at work
- Be able to describe the Energy Continuum
- Be able to articulate how to use the Stress Recovery Wheel
- Be able to describe the leadership actions they can take to help employees gain and maintain energy
- Set their own personal and team goals and objectives for improving workplace wellbeing



## Module 4:

# Uncommon Communication, Coaching and Mentorship

In Pillar 3: We explore important leadership strategies that impact cultural change and engage employees on potentially sensitive issues of workplace wellbeing, performance and engagement. Leaders learn exceptional techniques and skills to improve workplace communication and become both coaches and mentors to the people they lead. Leaders learn to abroach and conduct “difficult” conversations and reflect on approaches to specific case sensitive situations.

**Learning Objectives:** By the end of the session the leader will:

- Describe situations they will encounter with employees who are becoming more engaged
- Learn the tactics of excellence in communication
- Articulate the differences between a coach and a mentor
- Create communication plans to deliver energy health improvements in their department
- Engage their employees and ask for assistance and feedback every step of the way
- Reflect on actions taken and measure the effectiveness of employee engagement and the impact on the participant(s).
- Report to senior management issues and successes involved with any changes made





## Module 5:

# Uncommon Workplace Health and Team Productivity

In Uncommon Workplace and Team Productivity, we explore the actions and planning leaders can take to improve the health wellbeing of their workplace teams. This Module teaches leaders the actions required to assess their current culture of wellness and the actions they can take to improve the same. It helps leaders create a measurable plan and take steps to improve their teams productivity and performance.

**Learning Objectives:** By the end of the session the leader will:

- Understand the impact of high-performance teams
- Understand the principles behind an improved energy health workplace culture
- Reflect and be able to assess their current culture
- Create a roadmap and plan to improve the support systems for employees
- Understand how to involve employees in the change process
- Take actions to adjust and measure the results

## Module 6:

# Uncommon Application

Private coaching and mentorship with Uncommon Leadership Solutions



Leaders take what they have learned (beginning from Module 3) and develop a plan of action to take their learning into the workplace. In this step, leaders meet in a small core group with Uncommon Leadership Solutions in a mentorship model to help them plan their project, reflect on the actions they take and improve on their project's successes. All projects are measured for success.

# YOUR SUCCESS TEAM

We Invite you to join a winning team as we welcome you join a leadership accountability group of successful like-minded people focused on supporting and challenging each other while learning, growing and improving together.

There is no better strategy for your personal and professional development than to surround yourself with people who have done and are doing what you dream to do.



**Bob Embury**  
CEO - ECLIPSE COLLEGE



**Heath Stone**  
CEO - UNCOMMON LEADERSHIP



**Dr. Sean Richardson**  
HPP CHIEF PERFORMANCE  
SCIENTIST (PHD)



**Conner Moriarty**  
LICENSED PROFESSIONAL  
COUNSELOR (LPC)

# YOUR SUCCESS TEAM



**Bob Embury**

CEO - ECLIPSE COLLEGE

Bob discovered after an impactful experience as a Senior Manager in his 20's he felt most alive and inspired when he was studying and facilitating skills about best practices leadership. He soon figured out he could produce high performance as an engaging and interactive keynote speaker.

Since then, Bob has explored North America as a leadership development specialist. He has engaged thousands of extremely interesting people in over 450 organizations including Nike, Costco, Air Canada, Weyerhaeuser, Hilton, all levels of government and many not-for-profit associations.

Today, Bob intentionally lives each day focusing on the Principles of Energy Health and Performance and acts to inspire and encourage people to celebrate their special skills and talents.

Bob's life adventure includes being an extremely devoted husband, faithful father of three, business founder/owner, published researcher and author, mountaineer, mountain biker, amateur chef and semi- professional adventurer.

# YOUR SUCCESS TEAM



**Heath Stone**

CEO - UNCOMMON LEADERSHIP

Heath Stone was diagnosed as a Type 1 diabetic during his first career as a police officer. Since that time Heath transformed himself into a successful business leader. Over the past 30 years, Heath has gained a solid reputation among colleagues and customers alike as an action-oriented executive with a rare balance of corporate sales, strategic insight, and operational experience.

Heath has served industry leaders and organizations such as; Royal Bank of Canada, Vancity, Starbucks, TELUS, Volvo Trucks, Mack Trucks, Caterpillar, OKTire, NAPA UAP, and Chinook Helicopters to build relationships and results.

Heath is focused on empowering people to pursue the Principles of Energy Health and Performance.

Heath is a husband to Suzan, father to Brandon and Alex, Grandfather to Weston and is living an uncommon diabetic life.

# YOUR SUCCESS TEAM



Sean's unique experience working with leaders to get more out of their teams in high pressure environments positions him at the forefront of behavioural high performance.

A PhD in performance psychology, examining burnout and energy management in elite performers.

Sean intuitively understands what starts and stops people from succeeding. Combining an understanding of brain science and function, with a track record of delivering successful behavioural change strategies, and culture development programs to small and large organizations, and experience in mentoring pro sports and corporate teams to competitive excellence.

Sean facilitates high performance leadership development to get teams to optimum energy health and wellbeing, communicating and collaborating effectively, adhering to the highest standards of compliance, executing with maximum accountability, and achieving both individual and organizational goals.

**Dr. Sean Richardson**

HPP CHIEF PERFORMANCE SCIENTIST (PHD)

# YOUR SUCCESS TEAM



Connor is a Licensed Professional Counselor (LPC) and a Gallup Certified Strengths Coach.

He earned a dual master's degree from Arcadia University in International Peace and Conflict Resolution and Counseling Psychology with a certification in Trauma and Recovery.

Conner runs RESET and provides counselling services that reconnect individuals and organizations, with training and learning that creates more empowered, engaged and healthy people and workforce.

- Member of American Counseling Association
- Leave No Trace Master Educator
- Certified as a Psychological Emergency Responder through the Red Cross and
- Keystone Crisis Intervention Team
- Trauma Sensitive Yoga Instructor
- Outdoor Educator trained through the
- National Outdoor Leadership School
- Conversational Fluency in Spanish

**Conner Moriarty**

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## More information

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