

HEALTHY COMPANY

 **Discovery**
Corporate and
Employee Benefits

HEALTHY COMPANY

Workshops

2025



Contents

Discovery Healthy Company **workshops and webinars**

We have created a range of workshops and training sessions to help you and your employees better understand health and wellbeing. In these workshops and training sessions, we cover a range of topics across the four dimensions of wellbeing: physical wellbeing, emotional wellbeing, financial wellbeing and legal support. Our workshops are structured as follows:

ONE-HOUR

Awareness talk

An informative talk which drills down into specific topics. We provide in-depth and comprehensive information along with relevant examples and practical applications.

TWO-HOUR

Engaged presentation

Presentation on a specific topic with practical examples. Participants can ask questions throughout the session and are encouraged to actively engage.

FOUR-HOUR

Interactive workshop

An in-depth workshop covering all aspects of the topic, showcasing skills and how to implement them. We work through case studies and participants have the chance to put their learnings into practise.

Emotional wellbeing workshops

Increased emotional wellbeing is related to improved mental health. This is particularly relevant in a world where people frequently experience emotional challenges such as stress, depression and anxiety. Our workshops aim to help your employees achieve optimal levels of emotional wellbeing. This enables your organisation to reach its full potential through an engaged and productive workforce.

PRICING PLANS



AWARENESS TALK



ENGAGED PRESENTATION



INTERACTIVE WORKSHOP

| | One hour | Two hours | Four hours |
|---|---------------|---------------|----------------|
| Presentation time | One hour | Two hours | Four hours |
| Fee per session Healthy Company client | R4,500 | R7,500 | R14,000 |
| Fee per session Non-Healthy Company client | R5,175 | R8,625 | R16,100 |



Emotional wellbeing workshops



BURNOUT AND STRESS

Let's start with some statistics. A recent study shows that 80% of employees suffer from stress. The study also showed that 23% of employees who work full time suffer from burnout and 44% occasionally suffer from burnout. Stress and burnout are common and serious. Fortunately, there are ways to improve coping methods. This workshop examines the difference between stress and burnout. We guide employees through the signs and symptoms and how they relate to their personal experiences. We also discuss coping skills and other skills they can practise to help them cope.



CARE FOR YOUR DEPRESSION AND ANXIETY

There is still stigma surrounding people who have depression or anxiety. In this workshop, we highlight the facts about depression and anxiety, and we discuss the difference between the two in detail. We also look at the signs and causes of anxiety and depression. In addition, we share how your employees can get support in general, and what help Healthy Company offers.



DECLUTTER YOUR MIND

We have so many things going on in our lives currently and this can cause our minds to become cluttered. This workshop will focus on how to declutter your mind and life.



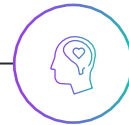
MY PERSONAL WELLNESS

Wellness is an important part of wellbeing. In this workshop we focus on emotional, mental, physical and social wellness. We discuss each wellness topic in depth and share how each component is vital to every person's overall wellness. We also discuss how wellness can be improved and how to achieve healthy personal wellness.



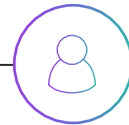
WORK-LIFE BALANCE

Life is about balance, but most people don't know what balance looks like. Your employees need to balance their development, work, family and emotional needs. This workshop looks at what happens when your employees don't manage their work-life balance well and what this does to their emotional wellness. We show them that it is possible to balance their responsibilities with the right tools and skills.



ESSENTIALS OF WORKPLACE MENTAL HEALTH

People often don't understand mental health or mental health conditions. This leads to misperceptions and stigma around these conditions. This workshop examines different mental health conditions and how they affect people and their work. We give your employees information to help them build skills for a healthy work environment. This includes discussing coping skills and tools to help them support others who have a mental health conditions.



TRAUMA DEBRIEF WORKSHOP FOR MANAGERS

Do your employees regularly deal with traumatic cases or incidents? We recommend our trauma debrief workshop. This session allows your employees to safely discuss daily struggles and traumatic incidents they often have to deal with. It also lets them to explore the impact of trauma on their emotional wellbeing and what they can do to cope.

Emotional wellbeing workshops (continued)



PSYCHOLOGICAL EFFECTS OF RETIREMENT

Retirement is something that everyone dreams of and is often thought of as a full time holiday or a time of rest. However, there are many psychological affects that surrounds retirement. We will be discussing the 5 stages of retirement and how to prepare psychologically for the retirement phase of your life.



MENTAL HEALTH AWARENESS AND SKILLS FOR LEADERS

A person's words and actions have a big impact on others who are dealing with emotional or mental health problems. This workshop helps those in leadership positions to support employees who are struggling with their emotional or mental health or who have thoughts of suicide. We explore what the leaders and managers can do and what they should avoid, and we identify the signs to look out for. We also discuss the emotional, physical and mental effects of these problems and how behaviour can change.



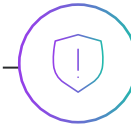
DEALING WITH LOSS

It is important to talk about loss and how to deal with it. This workshop focuses on the effect that the death of a loved one can have on emotions, physical health, behaviour and thinking. We cover the five stages of grief and explore why it is important to go through a grieving process. We also discuss coping skills and how to get support.



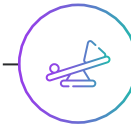
DEALING WITH DIVORCE

Divorce is always difficult and can be traumatic. This workshop looks at the emotional effects of divorce. We discuss coping skills and give guidance on dealing with the emotional impact of divorce, future relationship goals and support structures or groups. Divorce negatively affects finances, so we also recommend getting legal support. We discuss how Healthy Company can help.



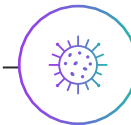
CREATING A PSYCHOLOGICALLY SAFE WORKPLACE ENVIRONMENT

Life is full of ups and downs and we may not know what someone is going through. That's why it is important to give employees emotional support in the workplace. This workshop explains what psychological safety in the workplace is and what it should look like. We will explore psychological safety barriers as well as what steps leaders and employees can take to create a psychologically safe work environment for everyone.



UNCONSCIOUS BIAS

We all have unconscious biases towards people who look like us and talk like us. Everyone has unconscious beliefs about different groups, for example, associating stereotypes with different genders. This workshop explains what unconscious biases are and where they stem from. Living and working in a diverse country and workplace, it is important that everyone is aware of their unconscious biases. Through this workshop, we explore how to be aware of these biases and develop the necessary skills to manage them.



BUILDING RESILIENCE DURING TIMES OF UNCERTAINTY

COVID-19 has been a test of resilience for many, if not most people, over the past few years. Alongside COVID-19, some people have experienced other traumas. The resilience workshop covers what resilience is, the link between resilience, trauma and adversity, how resilience can be built using practical skills and how to use adversity and trauma as an opportunity for growth.

Emotional wellbeing workshops (continued)



SEXUAL HARASSMENT

Workplaces should be free of discrimination and harassment. Part of this means exploring what sexual harassment is by understanding the facts and busting myths. This workshop discusses the different forms sexual harassment can take. We look at what actions are sexual harassment and the effect on the person being harassed, including trauma. Your employees can also learn what they should do to support someone who has been harassed and what they shouldn't do.



DIFFERENT HATS WOMEN WEAR

Women are expected to fulfil many different roles in society. These roles may include being a mother, wife, professional, caretaker and teacher to their children. This workshop focuses on women and their many different daily responsibilities. This workshop uncovers practical methods and skills on how women can better look after themselves while fulfilling their many other roles.



GENDER-BASED VIOLENCE

Gender-based violence is a matter of great concern in South Africa. This kind of violence ranges from sexual harassment to domestic violence, and victims often face stigma. We explain the different kinds of violence, the legal rights of victims and the legal action they can take. We also discuss the emotional, physical and legal support your employees can offer someone who's affected by gender-based violence.



FESTIVE SEASON VERSUS SILLY SEASON

December is known as a time for holidays, festivities and spending time with loved ones. However, during this time, there is an increase in gender-based violence (GBV), alcohol misuse, risky sexual behaviour, motor vehicle accidents and overall trauma. This workshop encourages employees to have a festive season filled with joy and rest. It also teaches them how to avoid heavy drinking, violence and accidents.



Emotional wellbeing workshops *(continued)*



GENDER-BASED VIOLENCE SURVIVOR INTERVIEW

In this workshop, we interview a gender-based violence (GBV) survivor. The survivor shares their story to encourage other victims to speak out and get the help and support they need.



THRIVING IN TRYING TIMES

This workshop will teach your employees how to use positive practices that can help them thrive during challenging times. We will discuss how they can learn to harness their strength and talents to activate their potential and to generate creative solutions that can help them overcome a crisis.



SELF-AWARENESS IN THE WORKPLACE

Being self-aware is a key skill that people need to be able to be resilient and cope with the challenges in the workplace. Mindful exercises will be done practically in this workshop to help the attendees practise this in the workplace.



EMOTIONAL AGILITY

Emotions are one of the most powerful drivers that we as people have. This workshop focuses on the skills men need to manage their emotions to stay motivated. We will also focus on how to recognise emotions in others and how to manage emotions in relationships.



UNDERSTANDING THE EMPLOYEE LIFE CYCLE IN A YEAR

The Employee Life Cycle in a year looks at the different motivation levels that employees experience during the year and the stress and burnout levels. Coping skills and preventive measures will be discussed to support employees in times when motivation is low, and stress and burnout is high.



CREATING PSYCHOLOGICALLY HEALTHY AND SAFE WORKING ENVIRONMENTS FOR LEADERS

Leaders have the important responsibility of making sure employees are comfortable and safe emotionally and mentally. This workshop will focus on how to create a psychologically, emotionally and mentally safe work environment for employees.



NAVIGATING DIFFICULT CONVERSATIONS FOR LEADERS

Leaders often need to have difficult conversations with employees, which can be a daunting prospect for most leaders. In this workshop we will discuss understanding what makes a conversation difficult, how to set up a conversation to make the employee feel safe and models on how to have these difficult conversations.



SUICIDE AWARENESS

Suicide is a very traumatic and important topic, and it is one we need to talk about. This workshop covers the elements of what suicide is and unpacks risk factors that can cause people to consider suicide. We will also unpack what to do and how to help when you encounter someone who has thoughts of suicide.

Emotional wellbeing workshops *(continued)*



UNMASKING SUPERWOMEN

Women often go through everyday life as though they are superwomen who have to do everything for everyone. Even though they are superwomen, they also suffer from burnout and mental health problems when they do not look after their own wellbeing. This workshop looks at how even superwomen need to look after their own wellbeing.



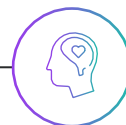
FATIGUE MANAGEMENT

Many employees struggle with fatigue when there are high demands or a fast-paced work environment. In this workshop, we will unpack what fatigue is and its causes, often the result of the employee not managing their health or lifestyle well.



LIFE OF THE MODERN METRO MAN

Often men struggle with the latest gender role trends and how the world of work is changing around them. This workshop will unpack how the roles have changed and how men can flourish within the new world. We will also unpack mental health for men as well as burnout, as these topics are often neglected by men.



MENTAL HEALTH CONDITIONS: UNDERSTANDING A DIAGNOSIS

Nearly one in four employees are diagnosed with a mental health condition, but very few people understand what this means. This workshop will unpack what a mental health diagnosis means and how to recognise the signs and symptoms of a mental health condition. The workshop will discuss the common treatment methods and the impact of living with a mental health condition. It will emphasise adjustments and how employees with mental health conditions can be supported in the workplace.



TEEN MENTAL HEALTH

Teen mental health is a topic that affects millions of young people around the world. According to the World Health Organization (WHO), one in seven 10-19-year-olds experiences a mental disorder, accounting for 13% of the global burden of disease in this age group. Depression, anxiety, and behavioral disorders are among the leading causes of illness and disability among adolescents. Suicide is the fourth leading cause of death among 15-29-year-olds. It is important to understand the causes, signs, and consequences of mental health challenges, as well as the strategies to promote mental well-being and prevent mental disorders among adolescents.

Physical wellbeing workshops

Through appropriate interventions, physical workshops and other initiatives can reduce absenteeism and increase productivity in the workplace ultimately making the organisation and its people healthier.

PRICING PLANS



AWARENESS TALK



ENGAGED PRESENTATION



INTERACTIVE WORKSHOP

| | One hour | Two hours | Four hours |
|--|---------------|---------------|----------------|
| Presentation time | One hour | Two hours | Four hours |
| Fee for each session Healthy Company client | R4,500 | R7,500 | R14,000 |
| Fee for each session Non-Healthy Company client | R5,175 | R8,625 | R16,100 |

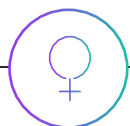


Physical wellbeing workshops



HYPERTENSION

Almost half of the adults with hypertension do not know they have hypertension. This workshop is essential in highlighting hypertension, the risk factors involved, and the dangers it can cause, especially if not treated. In South Africa, 10 people die from a stroke every hour. This then shows the importance of awareness. It will address the causes, risk factors, complications and treatment.



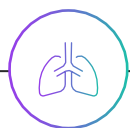
MENOPAUSE

Menopause is a natural biological process all females go through. It is important to empower people to know more about what to expect at this stage not just the women as it affects everyone especially in the workplace. The workshop goes into the definition and what it means to be in menopause. We also explore perimenopause which usually precedes menopause. We give tools on how to manage the symptoms and the appropriate treatment.



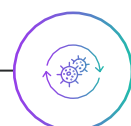
OBESITY AWARENESS

More than 800 million people worldwide are obese. This is becoming one of the leading contributors to diseases of lifestyle. In this workshop, we do not only address adult obesity but childhood obesity as well and its dangers in the child's later years or even adulthood. We recommend a healthy lifestyle by adjusting certain things.



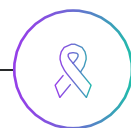
TB AWARENESS

Tuberculosis is a bacterial infection that usually affects the lungs however it can be found in other organs of the body. The World Health Organization has termed it the world's top infectious killer as it kills 1.5 million people yearly. This is a preventable and curable disease. The workshop speaks to the stigmas against TB and that anyone can get it. It highlights symptoms to look out for and proper treatment.



LIFESTYLE DISEASES

Lifestyle diseases are ailments that are primarily based on the day-to-day habits of people. Habits that detract people from physical activity and push them towards a sedentary routine can cause several health issues that can lead to chronic non-communicable diseases that can have near-life-threatening consequences. We highlight the causes, risk factors, complications, and treatment. This workshop also enlightens people to know what the correct steps to take pertaining to their health.



BREAST CANCER

Breast cancer is the most common cancer in all types of women in South Africa. However, this must not be misunderstood that breast cancer does not affect men because it does. During the workshop, we explain what cancer is and the stages of diagnosis for breast cancer. Risk factors, complications, and treatment options are also included. The self-breast examination is also explained at a detailed level.



DETOXING FOR A HEALTHY BODY AND MIND

People often live unhealthy lifestyles and for a lifestyle change we need a whole detox. In this workshop we will be talking about how to detox your body and that will cause a detox of the mind as well. Practical elements will be explained and demonstration.

Physical wellbeing workshops (continued)



PROSTATE CANCER

Prostate cancer is the most common male cancer globally. It is therefore important to give awareness of this condition. The workshop speaks about the aetiology, risk factors, complications, and the multiple treatment options available. Support for the individuals during treatment and the journey is important hence the family, and loved ones also need to be adequately equipped.



MEN'S HEALTH

In this topic, we focus on a few of the conditions that affect men's health mainly their reproductive system. The workshop tackles erectile dysfunction, its causes, risk factors, complications, and treatment. We also discuss benign prostate hyperplasia which tends to affect old men and can result in low-self esteem issues. We also have a brief introduction to prostate cancer.



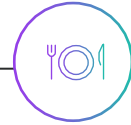
SEXUAL HEALTH

This workshop is comprehensive as it discusses the common sexually transmitted diseases and appropriate female and male condom usage. We also cover how to enhance your sexual experience with tools like sex toys. At the end it is essential to highlight the importance of contact tracing for all the sexual partners that the person has been involved with as treatment is of most importance and to avoid further spread of the infection.



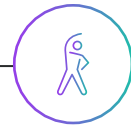
WORKPLACE ERGONOMICS

In this workshop, we explain how an optimal workplace or home office desk setup and seating or standing posture can minimise pain, injury and fatigue. We provide helpful exercises and stretches to improve posture, reduce muscle tightness and improve lower back pain associated with incorrect ergonomics. We also delve into the importance of active breaks when employees are seated at their desks for long durations.



UN-DIET MASTERCLASS

This workshop is all about changing the way you think about food. Eating should be about fuelling your body with delicious, nutrient-dense food for optimal performance, health and immunity. It's about balance and taking control of your health. It's about lasting, sustainable change to enable you to ultimately live your best life ever. We also provide a cooking demo on time-saving healthy meals and snacks.



EXERCISE FOR NECK, UPPER BACK AND LOWER BACK PAIN

In this workshop, we discuss the causes and biomechanics of chronic back pain. We demonstrate effective exercises and stretches to manage and improve back and neck pain.



HIV AND AIDS WORKSHOP

HIV and AIDS are among the most important health issues in South Africa. Many people still don't understand how HIV spreads and the risks of the disease. In this workshop, we explain what HIV and AIDS are, and we talk about HIV and AIDS awareness, how it spreads and how to prevent it. We then discuss the HIV different support options available today for people living with HIV.



FITNESS AND CORPORATE WELLNESS

This workshop focuses on the reasons to include physical activity in the workplace. There is a benefit for the employee and the employer, and both of these aspects are unpacked in this workshop. We also look at what types of physical activity can be done in the workplace using only objects from the office or home office. Different exercise models are discussed so that everyone can find the physical exercise plan that would suit them. We also discuss the barriers to physical activity and explore the plans for overcoming these barriers.

Physical wellbeing workshops (continued)



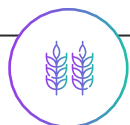
EXERCISE PROGRAMMING

What type of exercise should you do? In this workshop, we look at the different kinds of exercise and the benefits of each. This includes aerobic and anaerobic cardiovascular exercise, high intensity interval training, strength training (for both men and women) and the common myths and misconceptions about strength training, especially for women.



WOMEN'S FITNESS AND HEALTH

In this workshop, we delve into women's exercise, the impact of a woman's menstrual cycle on exercise and recovery after exercise. We also address common barriers and myths preventing women from engaging in regular exercise and tips on how to overcome them. We discuss the importance of strength training in prevention, especially as women get older, and give examples of strength exercises that can be done at home without equipment.



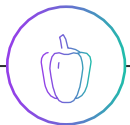
MAJOR FOOD GROUPS – LEGUMES, PULSES, GRAINS AND SEEDS

Nutrient-dense plant-based meals keep people fuller for longer and help prevent cravings and binge eating. This workshop covers the importance of legumes, pulses, grains and seeds and how fibre and protein can be found in plant-based sources. We also provide a cooking demo on quinoa-crust pumpkin pie, sugar bean curry with brown rice and black bean and mushroom tacos.



YOU ARE WHAT YOU EAT

A workshop covering the difference between quantity and quality of the foods we eat, how everything we eat is either healing us or hindering us and the importance of our gut microbiome in our immunity and mental state. We provide a cooking demo on a homemade burger and eating a rainbow of foods.



HEALTHY EATING IS AFFORDABLE

According to dietary guidelines, one of the best ways to achieve nutritional balance is to enjoy a variety of foods. Each basic food group – dairy, grains, fats, protein, vegetables and fruit – supplies different nutrients that are essential for the normal and healthy functioning of our bodies. This workshop will give employees tips on how to look smart, cook smart, and eat smart to make sure healthy, enjoyable meals fit in their budgets.



GET COMFORTABLE IN YOUR KITCHEN

Cooking for the family is healthier than eating out, but it can be overwhelming and time-consuming. Employees learn how to be comfortable and enjoy their kitchen to reap the benefits of home-cooked food, both physically and mentally. A one-pot meal is often the best way to achieve this and get the whole family to get involved and have a hand in making delicious and nutritious meals.



BETTER SNACKING

Healthy snacks can sustain energy levels, help people to make smart choices at meal times and prevent overindulging in the wrong types of food. We help employees to learn how to prepare easy and affordable snacks.

Financial wellbeing workshops

Financial wellbeing is the ability to manage finances by saving and spending wisely and being able to provide for yourself and your family, now and in the future. At Healthy Company, we strive to enable financial wellbeing through practical and relevant financial education, so that each employee can enjoy increased financial health and wealth.

PRICING PLANS



AWARENESS TALK



ENGAGED PRESENTATION



INTERACTIVE WORKSHOP

| | One hour | Two hours | Four hours |
|--|---------------|----------------|----------------|
| Presentation time | One hour | Two hours | Four hours |
| Fee for each session Healthy Company client | R6,500 | R10,500 | R21,000 |
| Fee for each session Non-Healthy Company client | R7,475 | R12,075 | R24,150 |



Financial wellbeing workshops



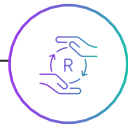
THE 2-POT PLAN: PERFECTED

Have you heard about the 2-Pot system and are wondering what it is and how you can access some of your retirement funds now? Is it a good idea? How it will impact your finances now and in the future? In this high-impact 60-minute talk we're going to unpack it all; what it is, what it means and how you can use this new legislation to invigorate not only how you look at your retirement but how to manage your money like a boss on the way there.



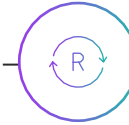
MILLIONAIRE MASTER CLASS

In this aspirational webinar we hook your employees with the question: how, and when will they have a million rand to their name? But this exercise will allow us to impart the crucial basics that they need to join the ranks of ordinary millionaires across the world. Through learning how to have a Millionaire Mindset your employees will completely change their approach to their finances – so that every financial move they make takes them closer, not further away from being responsible and intentional money managers. A skill essential for life!



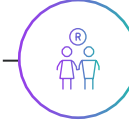
FINANCIAL HERITAGE

What financial heritage did you inherit from your parents? And what is the financial legacy you'd like to leave behind to those you love? In this thought provoking webinar we help employees unpack their personal money stories and critically, help them decide how to be the author of a new, and intentional money story that can benefit not only themselves, but the next generation too.



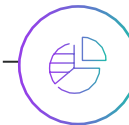
MONEY MISSION CONTROL

Due to popular demand, we've created this webinar combining the financial fundamentals critical to your team's wellness. This is where we'll ensure your team understands the importance of their credit score, their will, their budget, an emergency fund and how to retire. It's a lot but as always, we cover these critical topics in a manner that is informative, fun and encourages employees to take action in these areas crucial to financial wellness, today.



COUPLES' CASH

Argue less, manage money and build wealth – together. It is possible! Managing money as an individual is tricky enough. Throw in a partner, children and some financial stress, and the result often isn't pretty. But it can be easy and fun to manage money well, together. This most-requested workshop is particularly helpful if you can also provide it to your employees' partners who work elsewhere. It always produces gratitude and loyalty to all employers that provide it to their employees.



BUDGETING 101

Learn about the number one hack to make budgeting easy and painless. Budgeting is often seen as a tedious and even unnecessary chore. But when we teach employees how to manage their spending, implementing this single skill begins to transform your employees' approach to their money management. It features a unique twist that makes it quick and easy for everyone to do. Your employees will leave with a clear understanding of why this is a crucial life skill. They will also receive a budgeting template that wealthy people use and will change how they manage money.

Financial wellbeing workshops (continued)



CASH CRUNCH

Free up some cash flow and reduce the pressure at home. South Africans spend 78% of their take-home pay servicing their debt. That leaves very little to live on – and that was before COVID-19 put even more stress on people's finances. This workshop takes your employees through practical steps to restore cash flow and regain control in their personal finances.



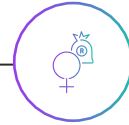
DUMPING DEBT

Your employees will quickly and easily understand their financial options. Did you know that 43% of your financially stressed employees spend three or more hours each week at work on their personal finances? When we help reduce their debt, their stress decreases (so do loan requests and salary advances), and productivity increases. This workshop gives your employees tools to speed up getting out of debt and advises those who need professional assistance on what to do.



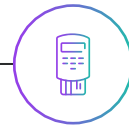
MAX MY MOOLA

You asked for it and here it is: the workshop that combines both budgeting and debt skills rolled into one. More month than money? You're not alone! That's why we're bringing in the pros for their top tips to maximise your cashflow, minimise your financial stress and dump your debt. This talk will address the skyrocketing cost of living, giving you two practical takeaways that you can implement straight away to take back control and manage your money like a boss!



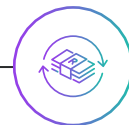
WEALTHY WOMEN™ WORKSHOP

Women face unique challenges when managing money (gender pay gap, career breaks due to family commitments and life expectancy). This workshop speaks to how they can face these head-on. A one-hour session that is timed to coincide with Women's Day on the 9 August, the skills learnt will apply for the rest of their lives no matter the phase.



SILLY SEASON SPENDING™ WORKSHOP

A one-hour talk for employees who know the pain of overindulging during the silly season. This is about making sure your employees can genuinely relax about next year's expenses and family commitments. This empowering workshop will teach your employees to make the most of their salaries and bonuses, helping them craft goals and lay down the foundations for a wealthy future.



MONEY MAKEOVER™

Very often, the new year brings with it a renewed enthusiasm for fixing those things that might have gone awry in the past. This workshop is all about inspiring, motivating and helping employees who want to add 'fix my finances' to their list of new year's resolutions. Covering a five-step guide to kickstart this process, this one-hour webinar is geared to helping employees use the financial wellness benefit at their disposal.

Financial wellbeing workshops (continued)



FAMILY TAX

Also called Black Tax, supporting your family financially is a privilege for many South Africans. But this privilege can easily become problematic if key financial aspects, both personal and within the family, are not addressed. It's not just about the money – this webinar is full of heart. We include interviews with people who share their highs, lows and lessons of Black Tax and share a practical and clear guide to doing it responsibly. Goodbye guilt, hello financial freedom.



SCAMS 101: HOW TO KEEP YOUR HARD-EARNED MONEY SAFE FROM FRAUDSTERS AND SCAMMERS

Over the past few years, we've seen a shocking rise in scams in South Africa. Every day there is a mail or SMS trying to breach our defences. And even the rich and famous get taken in by crooked advisers or CEOs. So how do employees know when something smells off? Our fun and relevant webinar teaches the five Scam Smell Tests that can be used to help protect your employees' hard-earned moola when making important money decisions.



INVESTING: HOW TO GET YOUR MONEY TO MAKE MONEY BABIES

Your employees are working hard for their money, but isn't it time their money started working for them? In this webinar, we explain the difference between saving and investing, why everyone can, and should, invest and the power of compound interest. We also debunk the common myths around investing like, 'you need to have lots of money to get started', and teach your employees to make investing a habit they'll get into for life.



SAVVY SPENDER: THE DIFFERENCE BETWEEN FUNERAL POLICIES, LIFE INSURANCE AND INVESTING

Doing the right thing for the family in preparation for when we pass away is important and admirable. But what if we're doing it wrong? Or more correctly, what if we could do it differently? Or better? What if we took a step back and looked at the future we want for our family rather than only thinking about paying for our funeral? This webinar introduces the concept of generational wealth and the three things your employees need to know so that they can turn their funeral policies into investments that will save on fees, earn them interest and leave a lasting legacy for their loves ones.



Legal support workshops

PRICING PLANS



AWARENESS TALK



ENGAGED PRESENTATION



INTERACTIVE WORKSHOP

| | | | |
|--|---------------|----------------|----------------|
| Presentation time | One hour | Two hours | Four hours |
| Fee per session Healthy Company client | R6,500 | R10,500 | R21,000 |
| Fee per session Non-Healthy Company client | R7,475 | R12,075 | R24,150 |



Legal support workshops



THE IMPORTANCE AND BASICS OF A WILL

This workshop looks at wills, what happens if a person doesn't have one, and what is essential to know when writing a will. If an employee dies without a will, there are many risks for their family. A will has to have certain things in it to be valid. We discuss how to, for example, choose the person who makes sure the will is followed, choose who inherits, and what to do if the person who inherits is younger than 18 years. We also look into what must be done if someone passes away.



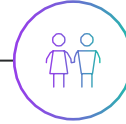
BASICS YOU NEED TO KNOW BEFORE ENTERING INTO A CONTRACT

When someone signs a contract, their signature means that they understand the contract and agree to its terms. In South Africa, we can also have a spoken contract. Your employees need to know what to watch out for when they enter into a contract. This workshop looks at the basics of contract law, such as what makes a contract a contract, what can be in a contract, when someone can make changes to a contract, and negotiating contracts.



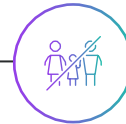
BASICS YOU NEED TO KNOW ABOUT GETTING DIVORCED

Once someone has decided to get a divorce, they have to follow the correct legal process to end their marriage. This workshop discusses your employees' options when they approach a court to get divorced. We also examine the costs of getting divorced and what your employees can do to keep costs low. It is possible to get divorced without a lawyer, but it is essential to know the pros and cons before deciding to do this.



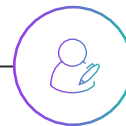
WHAT ARE YOUR RIGHTS WHEN GETTING DIVORCED?

This workshop focuses on rights and responsibilities. When people get divorced, they often want to know what rights they have to receive assets or maintenance, and what their responsibilities are to pay maintenance or hand over assets. We discuss the rights and responsibilities the divorcing couple has regarding immovable property like a house, and we explain the rights of other parties. We also look at topics such as when and how someone has a claim to pension funds and other assets. We end the workshop with a discussion of a child's right to stay in or leave the matrimonial home.



DIVORCE: WHAT ARE YOUR RIGHTS REGARDING MAINTENANCE AND HOW IT IS CALCULATED

The Maintenance Act, the Divorce Act and the Matrimonial Property Act set out who qualifies for maintenance, when someone can claim maintenance, what kind of maintenance they should get and who is responsible for paying maintenance. This workshop explains how maintenance works and looks at topics such as how to apply for and calculate it and work out how long maintenance should be paid. We also look at claiming maintenance for a child.



WHO IS THE FAMILY ADVOCATE AND WHAT IS THEIR ROLE?

The Office of the Family Advocate deals with disagreements between parents or family members over parents' responsibilities and children's rights. If someone has children and is getting divorced, they have to involve the Office of the Family Advocate. This workshop tells your employees how the Office works as well as when and how they should contact the Office. We also go through what to expect at the Office.

Legal support workshops (continued)



THE IMPORTANCE AND BASICS OF AN ANTENUPTIAL CONTRACT (ANC)

There are three options when getting married: marrying in community of property (the default), out of community of property with accrual, or out of community of property without accrual. We look at each option's pros and cons, and how to make the best choice. The workshop also talks about how an antenuptial contract works and which assets should be part of the contract.



ANTENUPTIAL CONTRACTS: WHAT ACCRUAL IS AND HOW IT WORKS

This workshop goes into more detail on accrual, which refers to the assets that a married couple builds up while they are married. We explain what accrual is, how to work it out, what has to be included and what can be left out. We also explore the benefits of marrying out of community of property with accrual.



BASICS YOU NEED TO KNOW ABOUT INSOLVENCY, SEQUESTRATION AND LIQUIDATION

In everyday speak, insolvency means that a person is unable to pay their debts. Legally, there's more to it. This workshop deals mostly with the Insolvency Act, but also looks at the Companies Act. We discuss when to declare insolvency and how to do it, and the difference between liquidating a company and sequestrating a person or trust. We also discuss what happens after a court order is granted for liquidation or sequestration and when a company's financial problems can affect someone's personal finances



Safety workshops

PRICING PLANS



AWARENESS TALK



ENGAGED PRESENTATION



INTERACTIVE WORKSHOP

| | One hour | Two hours | Four hours |
|--|---------------|----------------|----------------|
| Presentation time | One hour | Two hours | Four hours |
| Fee per session Healthy Company client | R6,500 | R13,000 | R19,500 |
| Fee per session Non-Healthy Company client | R7,475 | R14,950 | R22,425 |



Safety workshops



SELF-DEFENCE

This workshop helps employees learn how to protect themselves physically from a threat posed by another person. It will help them take action against a situation that threatens their life and health. This workshop will also teach your employees how to perform actions that can help them get away safely from an attacker and keep themselves out of harm's way. Being vigilant is very important in a dangerous situation. This workshop will not only teach physical skills, but also vital observational skills.



HIJACK PREVENTION

The hijack prevention workshop aims to help reduce your employees' risk of getting hijacked.



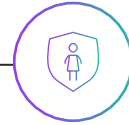
HOME AND PERSONAL SAFETY

It is important for your employees to understand how criminals gain entry into homes and what can be done to stop them. This workshop will help employees do this. This workshop applies to all types of homes, whether it is a standalone house, a flat or a unit in a complex or compound. Your employees will also be trained on how best to respond during a home invasion.



STREETWISE IN SOUTH AFRICA

The data from our trauma counselling call centre gives us unique insights into the current modus operandi (method of operation) of criminals. This has helped us develop this workshop to equip your employees to be streetwise and be a step ahead of criminals.



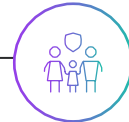
RAPE PREVENTION

South Africa has the highest rape statistics in the world. This workshop trains employees on how to identify a potential sexual abuser or rapist through their behaviour and personality and understand how perpetrators entrap their victims and how to avoid it. The workshop has a large practical element and employees get trained on how to respond when being attacked from the front, from behind, when forced onto the ground, when there's more than one attacker, or when the attacker has a knife or gun. Employees get to do practical exercises during this session, wherever they are logging in from.



KIDNAPPING PREVENTION

The latest crime trend in South Africa is kidnappings. There are various syndicates that target different groups. Everyone is at risk. The workshop will educate employees about the risks of kidnapping and how to avoid falling victim to it.



CIVILIAN BODYGUARDING

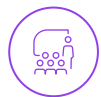
South Africans sometimes find themselves in situations where they have to act as bodyguards for their families, but very few have had formal training to prepare them for such a challenge. This workshop trains employees on protection strategies used by bodyguards and tactics for unarmed combat and how to use common household objects as defensive weapons. This workshop does not cover firearm training.

Social workshops

PRICING PLANS



AWARENESS TALK



ENGAGED PRESENTATION



INTERACTIVE WORKSHOP

| | One hour | Two hours | Four hours |
|---|---------------|---------------|----------------|
| Presentation time | One hour | Two hours | Four hours |
| Fee per session Healthy Company client | R4,500 | R7,500 | R14,000 |
| Fee per session Non-Healthy Company client | R5,175 | R8,625 | R16,100 |

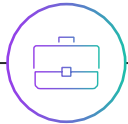


Social workshops



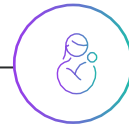
DISABILITY, ETIQUETTE, AND INCLUSION

Disability is a diverse and complex phenomenon that affects people in different ways and to different degrees. Disability can be visible or invisible, permanent, or temporary, congenital, or acquired, physical or mental, or a combination of these. Etiquette is a set of rules or guidelines that help us behave appropriately and respectfully in different situations and with different people. Inclusion is a principle or value that recognizes and values the diversity and dignity of all human beings and ensures their full and equal participation in all aspects of society. Disability, etiquette, and inclusion is a presentation topic that aims to raise awareness and understanding of the rights, needs, and experiences of people with disabilities, and to promote respectful and inclusive communication and interaction with them.



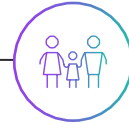
WOMEN NAVIGATING THE GLASS CEILING EFFECT

The presentation aims to explore the challenges and strategies that women face when trying to advance in their careers and break through the invisible barriers that limit their opportunities and potential. Women navigating the glass ceiling effect need to adopt various strategies to overcome the barriers and achieve their career goals. The presentation topic is relevant and timely for anyone who is interested in learning more about the issues and solutions related to gender equality and diversity in the workplace. The presentation topic can also inspire and empower women to pursue their career aspirations and potential.



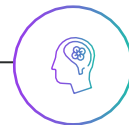
CHALLENGES IN PARENTING AT DIFFERENT LIFE STAGES

Parenting is a rewarding but challenging journey that involves adapting to the changing needs and demands of children at different life stages. Of course, every child is unique, and every family is different. Therefore, parents need to be flexible and adaptable to the specific needs and circumstances of their children. Parenting is not easy, but it can be rewarding if parents have realistic expectations, use effective strategies, seek help when needed, and enjoy the precious moments with their children. The purpose of this presentation topic aims to explore the common difficulties and dilemmas that parents encounter at various phases of their children's development, and to provide practical and effective solutions and strategies to cope with them.



CREATING A HAPPY AND CONDUCIVE HOME ENVIRONMENT

A successful home environment is one that supports the well-being and productivity of the people who live in it. It involves creating a safe, comfortable, stimulating and energy-efficient space that can promote learning, health and happiness. This presentation aims to explore the factors and strategies that can influence the quality and atmosphere of the home environment, and to provide practical and effective tips and suggestions to improve it.



FOSTERING INNOVATION

We need innovation in the workplace and this topic will focus on what innovation means as well as discuss what an innovative workplace looks like.

Social workshops (continued)



GOAL SETTING

Goals is a very important factor to purpose in our lives. This workshop will focus on why goals is important and how to effective set goals for you life



ANGER MANAGEMENT

Anger can be very destructive, especially in the workplace. During this workshop we will discuss how anger affects the body, mind and behaviour of a person. Controlling one's own emotions when faced with other people's anger is explained and we look at how to identify and help other people safely manage some of their repressed and expressed anger. A five-step method to break old patterns and replace them with a model of assertive anger will be put in place. We also cover how to communicate with others in a constructive and assertive manner.



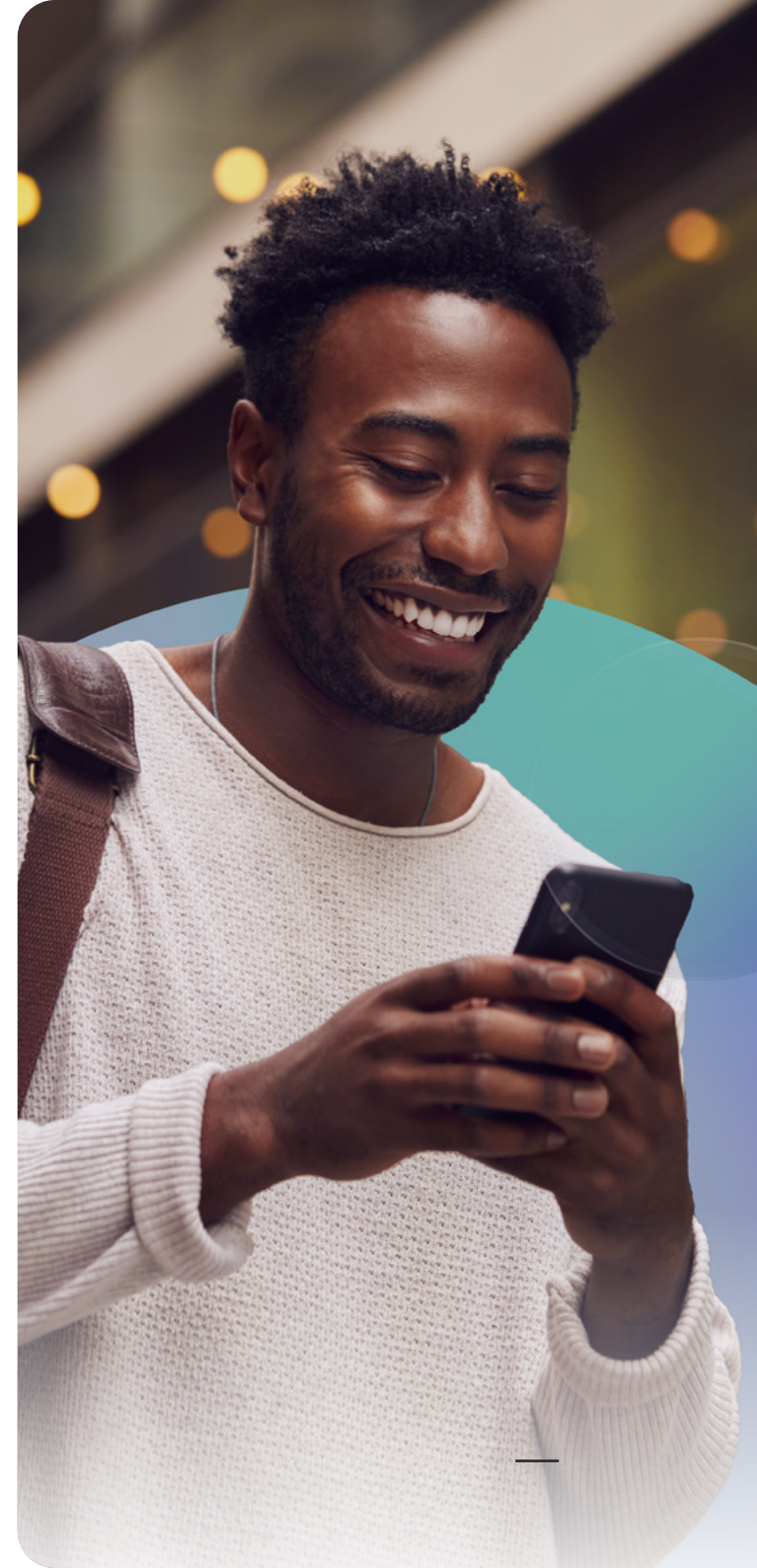
BUILDING BETTER TEAMS

This workshop focuses on understanding the value of working as a team. For a successful team, you need to develop team norms, ground rules and team contracts where necessary. We unpack how to identify your team player style and how it can be used effectively with your own team as well as how to build trust within the team. We also look at how to identify ways that team members can be involved and grow in a team setting as well as the critical role of communication within a team.



COACHING AND MENTORING

Understanding how to use coaching to develop a team is the foundation of this workshop. During this workshop we will discuss how to develop the coaching and mentoring skills necessary to help improve individual performances of team members. We will also look at the demonstrative behaviours and practices of an effective coach as well as how to recognise employees' strengths and give effective feedback needed for success. Identifying employee problems and the correct way to support them will also be unpacked in this session.



Social workshops (continued)



COMMUNICATION STRATEGIES

Communication is such a vital element of all relationships, and the workplace is no different. During this workshop, we identify some common communication problems, and we guide your employees in developing skills to ask questions that give them the information they need. We also explain what non-verbal messages are telling others and what skills to develop to listen actively and empathetically to others. Enhancing your employees' ability to handle difficult situations and deal with them assertively is also explored.



CONFLICT RESOLUTION: GETTING ALONG IN THE WORKPLACE

Conflict in the workplace can contribute to many difficult situations. During this workshop, we aim to understand what conflict is and how it can escalate. We will go through the types and stages of conflict, as well as how to recognise the five most common conflict resolution styles. We also let you know when to use them. Being more confident in one's ability to manage conflict and enhance productivity will also be explored as well as effective techniques for intervention strategies.



EMOTIONAL INTELLIGENCE

In this workshop, we unpack emotional intelligence, how to understand what it is, and how to recognise how our emotional health and physical health are related to each other. We explore techniques to understand, use and appreciate the role emotional intelligence plays in the workplace. We also discuss how to understand different emotions and how to validate emotions in others.



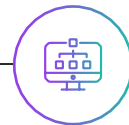
MANAGING ACROSS CULTURES

Culture can shape the workplace. In this workshop, we define what culture is and how to develop useful cross-cultural attitudes. To achieve this, we look at communicating effectively across cultures and effectively managing employees from different cultures. We will also discuss how to promote acceptance and awareness in the organisation to help create a multicultural environment.



STRESS MANAGEMENT

Stress is part of our daily lives and understanding how to manage it is vital for everyone's wellbeing. In this workshop, we demonstrate that stress is an unavoidable part of life and show how to recognise the symptoms of stress or burnout. We also discuss how to change situations and actions that can be changed and how to better deal with situations and actions that cannot be changed. In addition, we explain how to create an action plan for managing stress at work and at home.



GENERATION GAP: CLOSING THE GENERATION GAP IN THE WORKPLACE

A generation gap in the workplace can have a negative impact on emotions and productivity if not managed correctly. In this workshop, we identify where the generation gap issue surfaces and the impact it has on the modern workforce. Describing and applying language that is specific to each generation currently in the workplace is explored as well as organisation strategies that overcome these issues. Then we discuss how to evaluate the need and effectiveness of recruitment, retention and succession plans in the context of the generation gap.

Social workshops (continued)



HARASSMENT, BULLYING AND VICTIMISATION

This workshop unpacks the theory and practical examples of workplace harassment, bullying and victimisation. We will also be looking at the psychological effects this can have on people as well as how to get support when you are the victim.



ALCOHOL AND SUBSTANCE ABUSE

Alcohol and substance abuse problems often flow over into work life and have devastating effects on the careers of people struggling with the addiction. This workshop will unpack what alcohol and substance abuse and the risk factors that can contribute to these addictions. We also look at ways to get support.



DIVERSITY

We live in a diverse world with a diverse workplace. This workshop will focus on what diversity is and how people differ in culture, language and religion. We will unpack how important it is for your employees understand and respect people that differ from them. Furthermore, we will be looking at how to work effectively in a diverse team and how to learn from one another.



BUILDING YOUR SELF-ESTEEM AND ASSERTIVENESS

Self-esteem and assertiveness are very valuable qualities to have in the workplace. However, many people struggle with this topic. This workshop will focus on how employees can recognise their own worth and practical ways to build their self-esteem and assertiveness.



CYBERBULLYING

Technology has brought along a greater level of connectedness and accessibility, but it leaves us vulnerable to issues like cyberbullying.

Cyberbullying is one of the fastest growing forms of victimisation. Employees, managers, parents, caregivers and teens are all challenged to address the questions around dealing with issues related to social media, the internet and cyberbullying on all levels of society. This workshop is an introduction to understanding what cyberbullying is and technology's impact on behaviour. This workshop will give employees information on how to protect themselves and their loved ones from cyberbullying, learn what to do when being cyberbullied, and how to be safe online.



How to **book a workshop**

You can view and book our workshops online. Simply log in to the Employer Zone, select **Healthy Company**, go to **workshops and training**. Click on the 'Request' button for the workshop you would like to book and complete the online workshop booking form.


Alternatively, you can book a workshop by emailing healthycompanybookings@discovery.co.za

Please include the following information when requesting a workshop:

- Workshop audience (staff, managers, executives, etc.)
- Workshop type (one-hour awareness talk, two-hour engaged presentation or four-hour interactive workshop)
- Number of employees attending
- Possible dates and times you would like the workshop to be presented.

If you would like us to develop a workshop on a topic specifically for your organisation, please email healthycompanybookings@discovery.co.za.



Download the Discovery Health app 

Discovery Health (Pty) Ltd; registration number 1997/013480/07, an authorised financial services provider, an administrator of medical schemes.