

ICAS ACADEMY

Lunch Sessions, Workshops, Trainings

Strengthen the Health Competence of your Employees

In addition to physical health, mental fitness is also crucial for life quality and performance at work. As mental professionals, we enable you and your employees to recognize risks and symptoms at an early stage and to tackle them. With our courses you can prevent imbalances and strengthen personal responsibility and health competence in the company.

Forms of Training



Lunch session (1 hour)

Lunch sessions are informative presentations on specific topics. During the one-hour event, participants will learn the most important elements of each topic.

Our lunch sessions provide you and your employees with focused information within a short period of time and at minimal cost. Experienced trainers guide through the topic and are available for discussions or individual questions after the event.



Workshop (2 hours)

Workshops offer an in-depth insight into a selected topic. A group of 10-15 people work on a topic with the aim of deepening their knowledge and developing suggestions for everyday life.

The two-hour workshops impart knowledge and motivate you and your employees to rethink existing behaviors and actions and to develop solutions in order to increase personal responsibility and health competence.



Training (4 hours)

During a **training** session, a topic is worked out in depth during four hours. In a group of 10-15 people, practical information is provided and specific action strategies for everyday life are developed.

Our four-hour training sessions provide you and your employees with a lot of background knowledge on a topic and effective tools to identify personal problems at an early stage and tackle them with suitable measures.

Target Audience



Employees

All employees of a company whose perception of and competence in dealing with a particular topic is to be improved. The ICAS Academy promotes early prevention and strengthens the personal performance prerequisites of your employees.



Executives/Management

In complex management tasks such as dealing with addiction problems, bullying or sexual harassment, it is essential for executives to strengthen their own expertise and improve their own resource management.



Human Resources

Increase the resilience of your HR managers. HR managers often conduct challenging and stressful interviews. But what about their own resource management?

Topics

Stress Management	Continued stress has a negative Impact on the quality of work. Participants learn how stress arises, what the causes and reactions are and how they can learn to deal more positively with stress.
Resilience – coping with crises	How we deal with strokes of fate is very personal and individual. Nevertheless, we can do a lot actively to survive crises in a healthy way, to integrate them constructively into life and even to grow from them. This event shows how.
Burnout - development, recognition, prevention	The aim of this seminar is to enable participants to recognize the first warning signs of a burnout early on in themselves and others and to develop effective countermeasures.
Change Management	Changes are part of life. Nevertheless, it is not always easy to deal with new, unforeseeable situations. Participants in this seminar learn to deal better with change.
Communication	Successful team communication contributes to the quality of work, promotes a positive atmosphere and prevents conflicts. It cannot be taken for granted, but everybody can learn it.
Mindfulness	Mindfulness is a state in the here and now and free of judgement, which is experienced as a source of creativity, peace and satisfaction. The aim of our seminars is to combine theory and practice of mindfulness, for example with breathing exercises and meditation.
Conflict Management	Conflicts can have a negative impact on productivity and quality. But they are also an opportunity for further development and improvement. In our seminars, participants learn how to use the productive value of conflicts.
Dealing with employees at risk of addiction	Addiction in the workplace is becoming more and more taboo-free This helps those affected, but also the company. But how do you deal effectively with addiction and dependence among employees?

Mobbing and sexual harassment at work	Fun or harassment? Due to this insecurity both affected persons and managers often react too late. In our seminars you will learn what you can do as a person affected and how as a manager you must deal with the situation.
Care of relatives	When parents and other family members need care and support, relatives often very suddenly must take on a lot of responsibility. Participants learn how to support those in need effectively without neglecting their own needs.
Sleeping disorders	Everybody sleeps badly from time to time. However, if sleep disorders persist for a longer period, they impair our health and performance. This seminar focuses on what constitutes healthy sleep and how to promote it.
Professional success	Luck, connections or skills after all? Sometimes it doesn't seem very clear why someone is successful. And yet there are characteristics that successful people have in common. Which characteristics do I have to build up for my success - and which ones do I have to give up?
Dealing with employees under psychological stress	There is often a great deal of uncertainty when dealing with employees under psychological stress. The working environment often waits until the situation escalates. Early recognition and appropriate reaction on the part of superiors and HR specialists maintain or promote the ability to work and reduce absenteeism.
Dealing with challenging customers/fellow human beings	For many of our clients, agitated or even aggressive people at work are a source of concern. An appropriate handling of angry customers is demanding and yet it is a fundamental professional skill. In this course, you will practice techniques that allow you to de-escalate such situations.
Humor	This seminar conveys a basic understanding of what humor is and how humor can help to improve well-being and quality of life in everyday life through targeted training.
«At your own risk» - The human factor in occupational safety	This event offers deeper insight into the strengths and weaknesses of humans when it comes to safety at work. It provides an outline of human misconduct and risky behavior, with a focus on psychological and interpersonal factors.
Complexity - How to succeed in difficult times	In our complexity seminar, we aim to show you which tools we have at our disposal for coping in our highly networked world. Are we even ready for a new form of complexity from a genetic and cultural point of view?
Creativity - Using creativity to find innovative solutions	Tasks can be fulfilled more quickly and efficiently through creative thinking and actions. In our creativity seminars, we give you an understanding of creative and spontaneous actions., we show you how creative processes come about and how creativity can potentially be learnt.
Opportunities, risks and optimism	In our seminars about opportunities, risks and optimism we would like to show you why it is useful to make the most of opportunities and to take risks, and how this can be beneficial.
Languishing NEW	The term "Languishing" describes a state of apathy, indifference, and a lingering sense of emptiness. This seminar is designed to show employers and employees how Languishing can be identified and addressed at an early stage.
Post-traumatic growth NEW	In this seminar, participants will be introduced to the post-traumatic growth (PTG) theory, which states that implementing certain principles and practices after an accident, a crisis, or a traumatic event can contribute to positive growth and a reduction of risks to mental health.

Languages

We offer our courses in English, German, French, and Italian. Other languages on request.

Trainers

Our trainers are specialists in occupational health management or psychologists with many years of professional experience as occupational and organizational psychologists.

Our know-how is based on our practical experience, which we gain through the daily consulting and support of our customers.

Costs

		<i>On-site event</i>	<i>Webinar</i>
Lunch session	1 hour	€ 650	€ 500
Workshop	2 hours	€ 900	not recommended as webinar
Training	4 hours	€ 1,100	not recommended as webinar

The price includes preparation and handouts. For on-site events, travel expenses and travel time are additionally invoiced at a flat rate of € 150 per event.

The offer is valid for ICAS customers.

The prices are exclusive of VAT.

Infrastructure

The training courses take place in suitable training rooms **at your premises**.

Lunch sessions can also be booked as webinars.

Topics

If you would like a training course on a topic not listed, please contact us. We will be happy to advise you and put together tailor-made content that exactly meets the needs of your company.



Contact

ICAS Deutschland GmbH
Hansaallee 22
60322 Frankfurt
Phone: 069 663 77 980

info@icas-eap.de
www.icas-eap.de