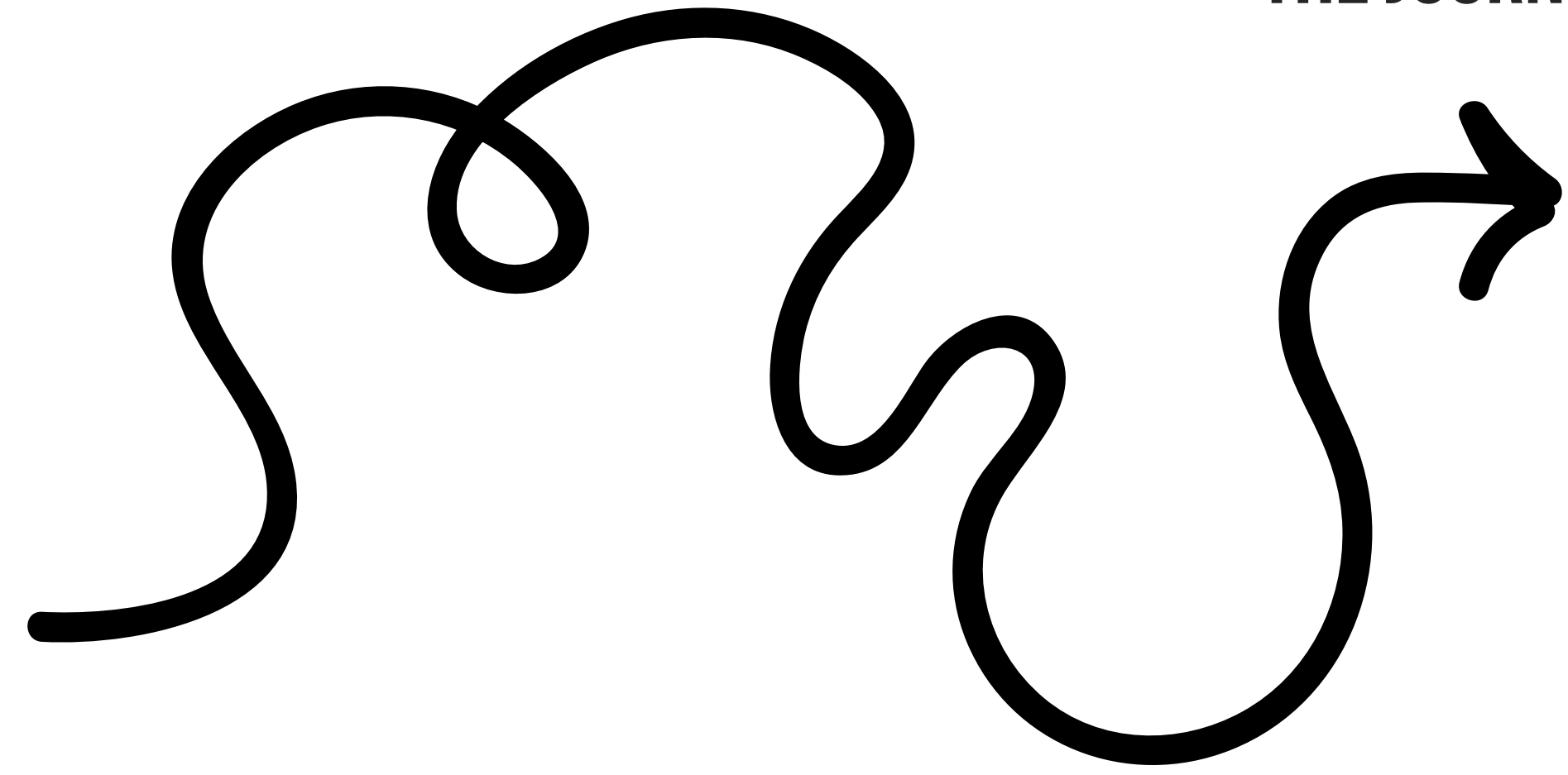




embrace

THE WORK— PLACE

إمبرايس في المؤسسات



DISCOVER
THE JOURNEY

A Mental Health Journey towards communication, comfort, creativity, capacity building & connection





A SHOCKING REALITY

EMPLOYEES SKIP WORKDAYS

because of stress & anxiety more than from physical illness or injuries

For every US\$ 1 put into scaled up treatment for common mental disorders, **THERE IS A RETURN OF US\$ 4 IN IMPROVED HEALTH AND PRODUCTIVITY.**

Depression and anxiety have a significant economic impact; the estimated cost to the global economy is US\$ **1 TRILLION PER YEAR** in lost productivity.

<https://www.who.int/teams/mental-health-and-substance-use/promotion-prevention/mental-health-in-the-workplace>
<https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/consultancy/deloitte-uk-mental-health-and-employers.pdf>
<https://www.oecd.org/health/OECD-Mental-Health-Performance-Framework-2019.pdf>
<https://www.cnn.com/2020/11/19/mckinsey-report-62percent-of-workers-worry-about-their-mental-health.html>
<https://twitter.com/mckinsey/status/1445953691643564036?s=24>

1 IN 4 EMPLOYEES

in the workplace will **suffer from a mental health problem** at some point during their career.

62% OF WORKERS

worldwide consider mental health **'a top challenge'**

ONLY 1 IN 6 EMPLOYEES

report **feeling supported by their organization**

32 WORKDAYS PER YEAR

are lost to absenteeism for **employees with depression**



THE STORY BEHIND A NEW VISION OF THE WORKPLACE

We are living in a hustle culture. A culture with high demands, and low control, with frequent imbalances between the effort we put in, and the rewards we get in return. A global pandemic, the make-it-happen-fast culture and the changing nature of world-wide economies tends to create more & more social isolation, organizational injustice, increases in work shifts, higher turnover, and job insecurity. At this rate, our workplaces will make us all ill, physically, mentally, and emotionally.





EMBRACE THE WORKPLACE

is a journey that takes your organization and its community to the next level-towards better mental health and wellbeing. The program will bring back meaning to the workplace, and thus to your employees' lives by creating an ecosystem that serves them and your business.

OUR GOAL IS YOURS

A work environment that puts people first, maximizes their self-actualization, enhances your employee value proposition, and your competitive advantage as a company and boosts your organizational performance.



EMPLOYER

Competitive Advantage

OVERALL

Organizational Progress
& Performance &
A Kind Work Culture

EMPLOYEE

Value Proposition

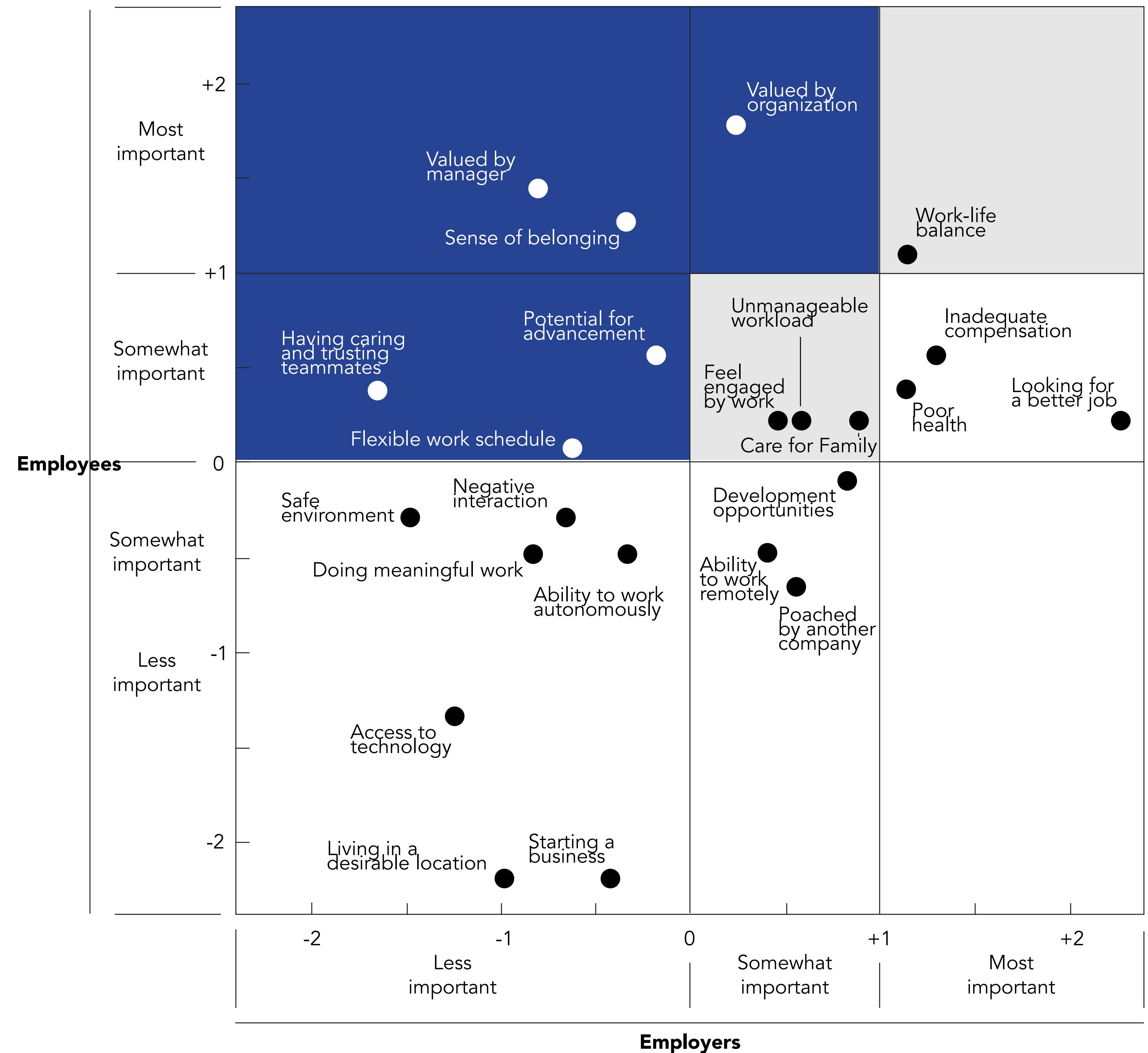


YOUR EMPLOYEES' VALUE PROPOSITION WILL REFLECT YOUR COMPANY'S COMPETITIVE ADVANTAGE!

Companies often miss the real reasons why employees are leaving and focus less on the relational factors such as feelings of belonging and being valued and recognized at work. Embracing the Workplace helps bring back these relationship elements into your organization.

More important to employees than employers appreciate

As important to employees as employers think



<https://www.mckinsey.com/featured-insights/coronavirus-leading-through-the-crisis/charting-the-path-to-the-next-normal/the-great-attrition-stems-from-a-great-disconnect>



HOW DO YOU/WE ENVISION YOUR WORKPLACE?

1 Have you gone through a rough time and felt you needed to handle it on your own?

2 Have you worried about a loved one and thought that you had no power over helping them?

3 Do you stay up at night wondering what's not working, and how to make your workplace work better for everyone?

4 Have you recently gone through a burn out and didn't know what measures to take to prevent it next time?

5 Are you taking care of yourself so you can take care of your community whether it's on a personal level or in the workplace?

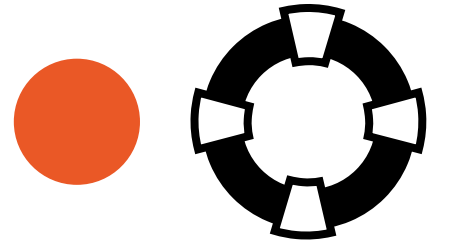
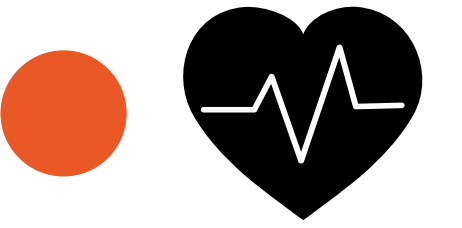
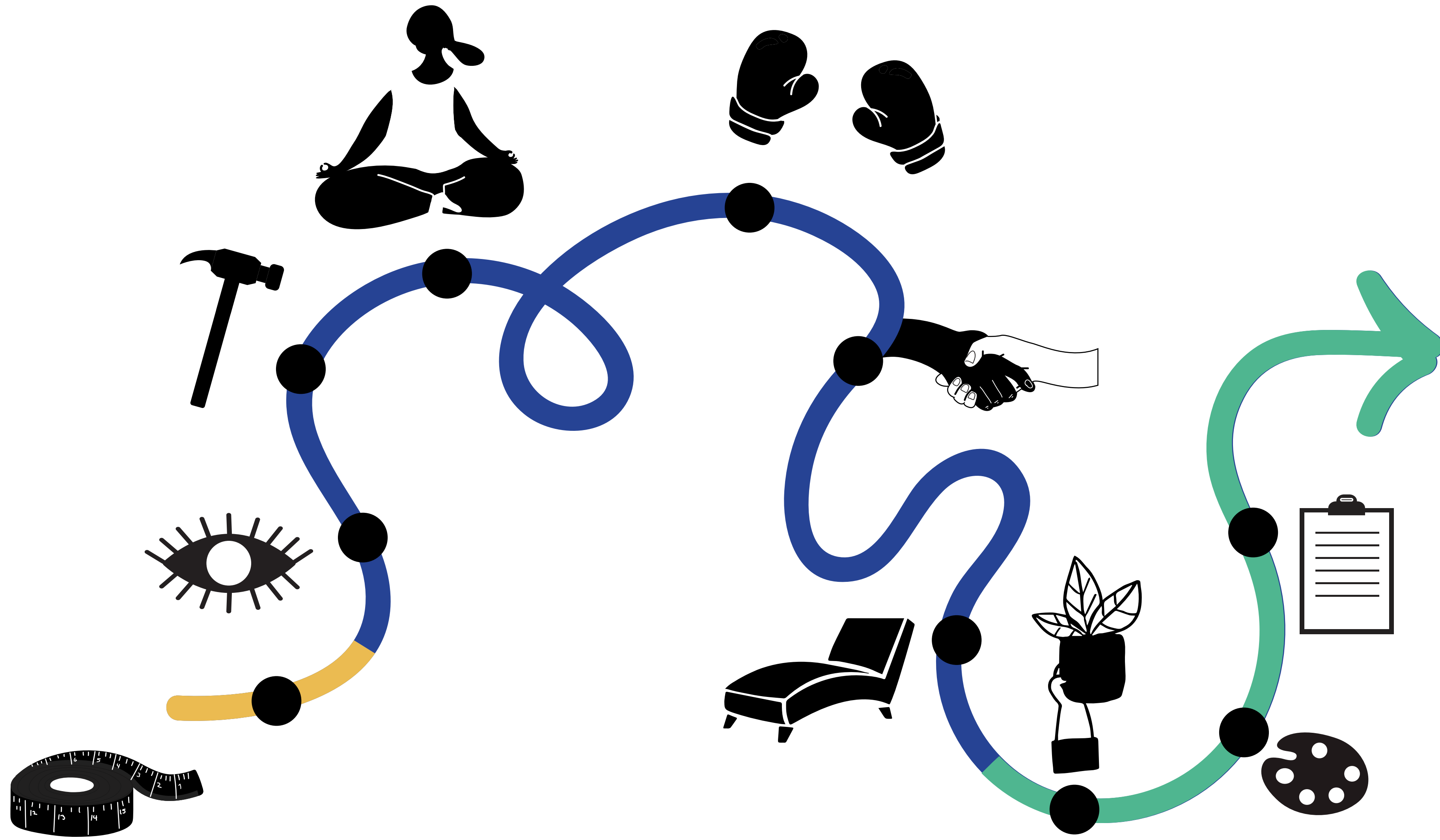
6 Have you ever wondered what would the perfect workplace look like?

In a world of uncertainty, true leaders are those who can anticipate future needs, articulate those needs to build collective support, understand, and adapt responses based on continuous learning, demonstrate recognition, and value the community through transparency, inclusion, and communication.

THE 5C S OF OUR WORKPLACE

We envision the workplace as a hub for

COMMUNICATION
COMFORT
CREATIVITY
CAPACITY BUILDING
CONNECTION





EMBRACE THE WORKPLACE

A MENTAL HEALTH JOURNEY

00

STARTERS

M2M: MEASURE TO MANAGE

01

GO ALL THE WAY: SIX IS A CHARM!

- THE EYE OPENER
- THE ICE BREAKER
- THE MINDFULNESS PROGRAM
- THE BATTLE BUDDY PROGRAM
- THE ASSISTANTSHIP PROGRAM
- THE THERAPEUTIC INTERVENTION

02

THE NGO INTERVENTION

- MENTAL HEALTH FIRST AID
& ACTIVE LISTENING
- DETECTION & INTERVENTION
IN SUICIDAL CRISES

03

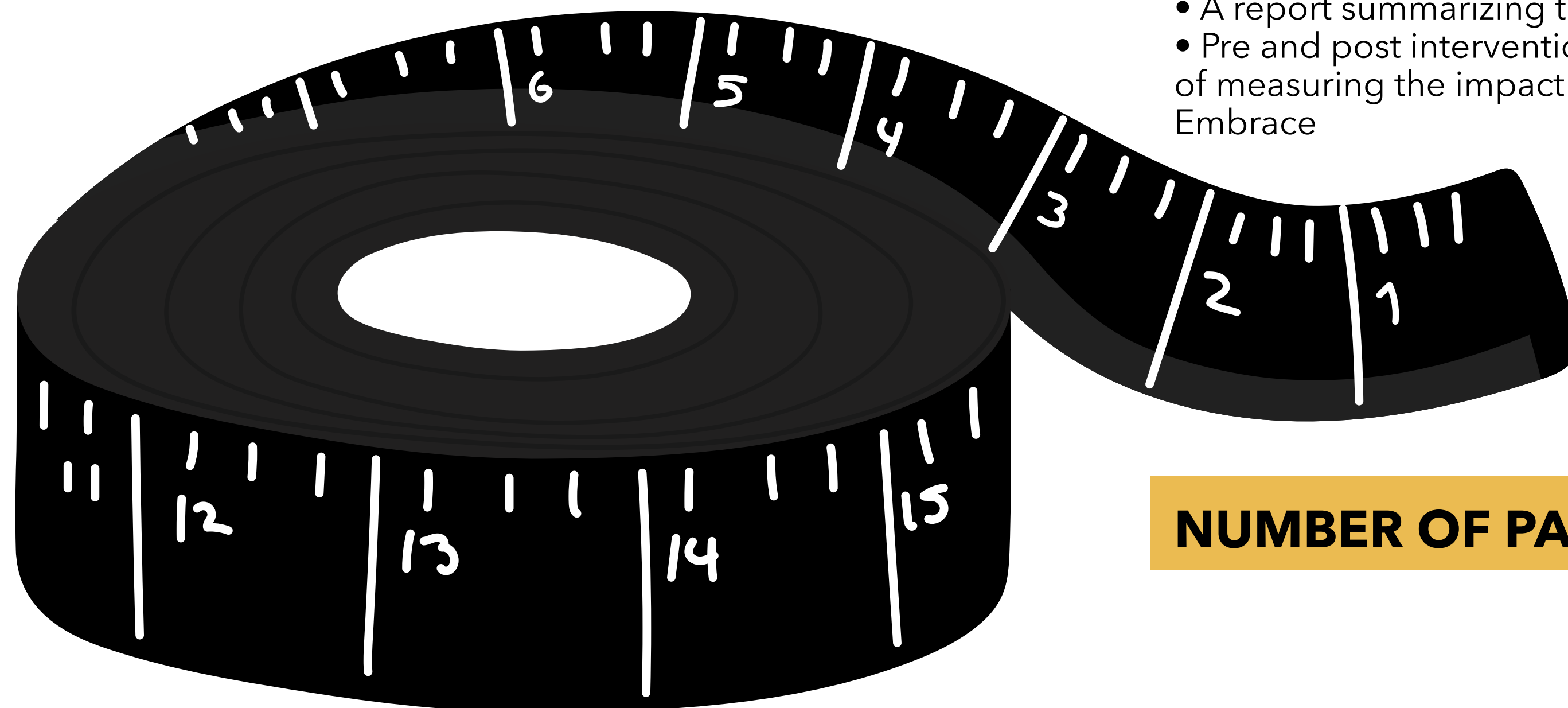
ADD-ONS

- THE SPACE LIFT
- THE ART THERAPY
- THE POLICY MAKEOVER



STARTER MEASURE 2 MANAGE

A Prerequisite to all what comes after



WHAT IS IT & WHY IS IT IMPORTANT?

Screening measures are important tools to track performance, well-being and improvement. Our screening tools can offer your organization an idea about the well-being of your staff, on commonly experienced states such as anxiety, depression, burnout, and trauma. These tools can be implemented on a one-off basis and a report provided that tests your organization's "mental health temperature" and provides recommendations on what interventions can be useful for your team.

WHO IS IT TARGETED AT?

- Small, medium, and large enterprises
- Non-profit organizations

MODE OF DELIVERY

Administered digitally as a survey

WHAT TO EXPECT AFTER?

- A report summarizing the results and recommendations for your organization
- Pre and post intervention reports that provide your organization with a direct way of measuring the impact of any of the wellbeing packages implemented by Embrace

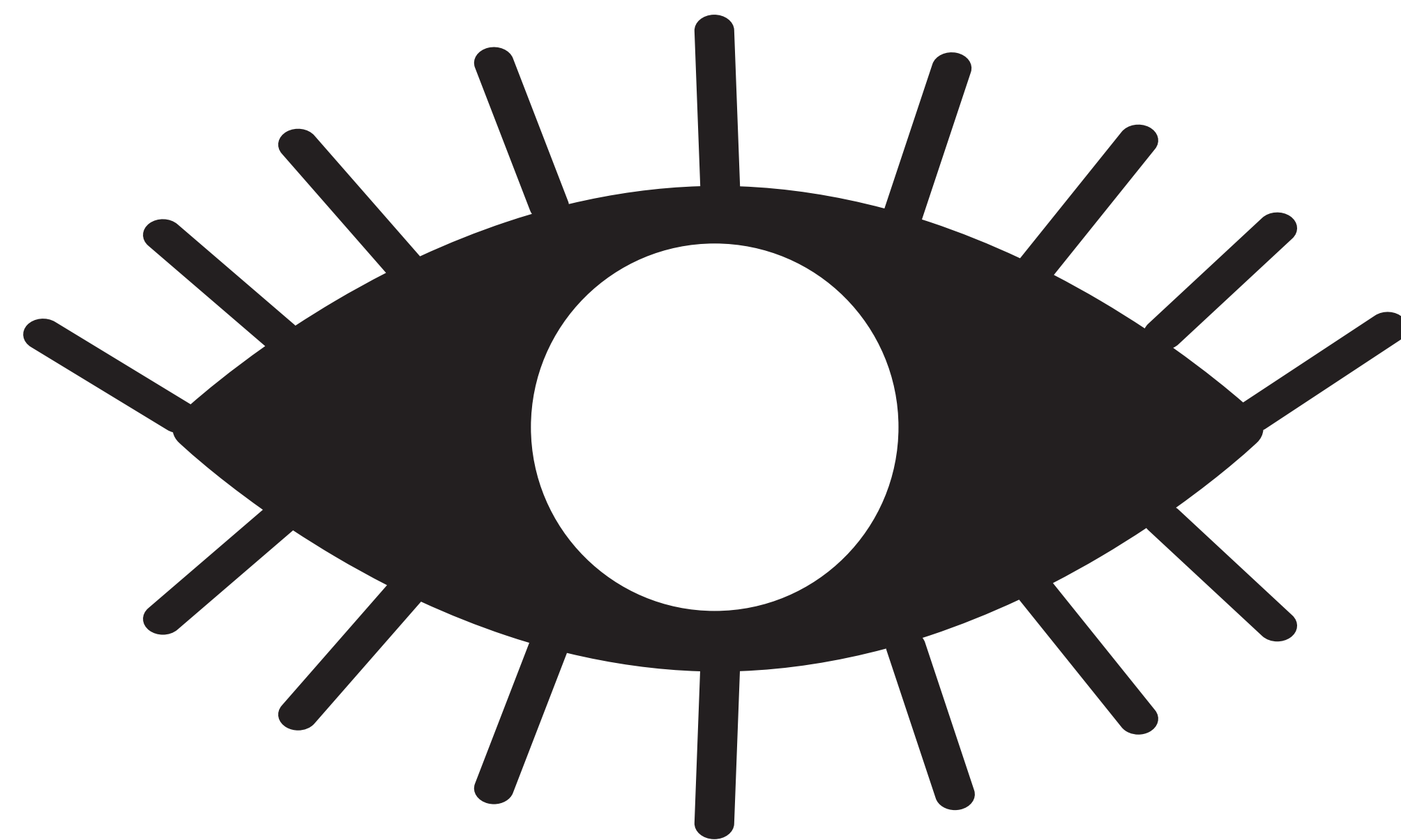
NUMBER OF PARTICIPANTS Covers the whole organization



01

THE JOURNEY THE “EYE OPENER”

A basic understanding of mental health



WHAT IS IT?

A 2 hour awareness session that equips your community with the basic know-how and ability to identify whether they or their loved ones are developing a mental health problem, and how to find and provide the needed support.

WHO IS IT TARGERED AT?

- Small, medium, and large enterprises
- Non-profit organizations

WHY IS IT IMPORTANT?

1 out of 4 persons in Lebanon suffer from a mental health problem that is impacting their work and lives. If it's not you, it could a be a family member, friend, or colleague at work. This intervention helps your employees spot the warning signs and support themselves and others.

WHO DELIVERS IT?

A licensed Mental Health Professional

MODE OF DELIVERY

Face to Face (Recommended) or Online

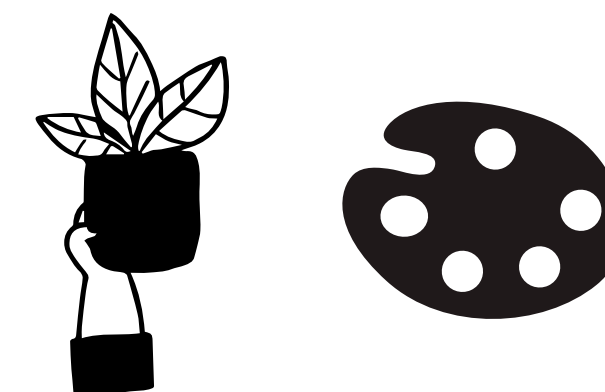
WHAT TO EXPECT AFTER?

- Better knowledge about types of stress and more and how it can impact overall performance
- An ability to detect and identify signs of depression, anxiety, insomnia, panic attacks, or trauma in self and others
- Early intervention to treat symptoms that may impact work performance or life quality and satisfaction
- Identifying signs and symptoms of burnout
- Communicating more openly and honestly with management about mental health issues
- An openness to address mental Health in the workplace

NUMBER OF PARTICIPANTS

Up to 50 persons as a maximum per session

ADD-ONS

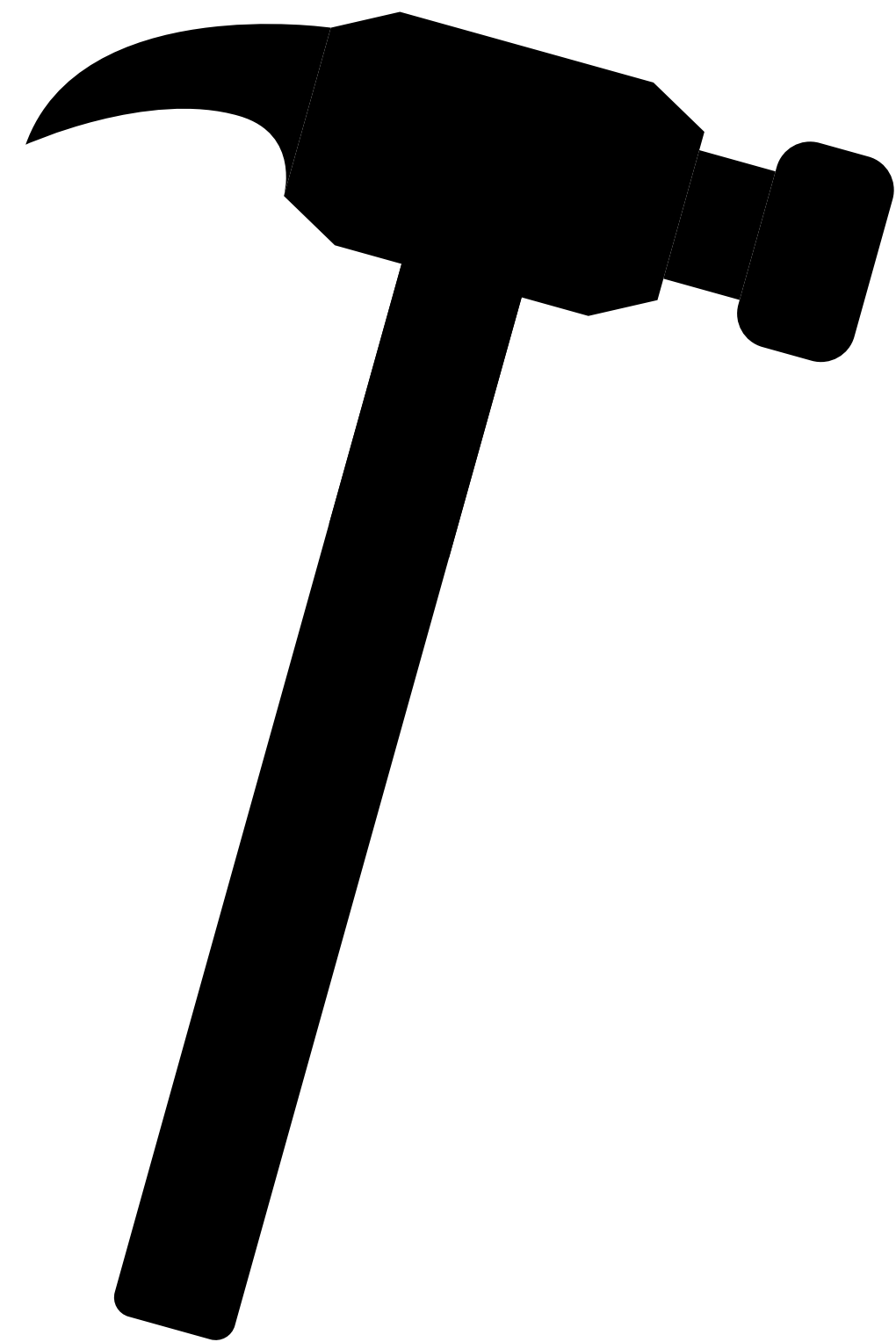




01

THE JOURNEY THE ICE BREAKER

An interactive Mental Health communication session



WHAT IS IT?

Weekly or twice-a-month group support sessions given to the organizational community in the comfort of their workplace. "The Ice Breaker" will provide both the employers and the employees with an in depth look at the main struggles, stressors, or daily hassles they are facing while encouraging open communication.

WHO IS IT TARGERED AT?

- Small, medium, and large enterprises
- Non-profit organizations

WHY IS IT IMPORTANT?

The workplace has become even more tense, with less opportunities for growth, and less focus on meaning and relationship building. This program allows staff to reconnect and grow relationships at work which creates a safer work environment based on trust, compassion, and an overall sense of well-being.

WHO DELIVERS IT?

A licensed Mental Health Professional

MODE OF DELIVERY

Face to Face (Recommended) or Online

WHAT TO EXPECT AFTER?

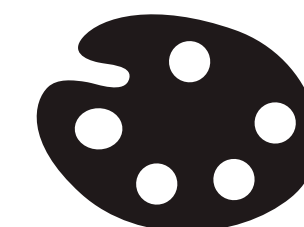
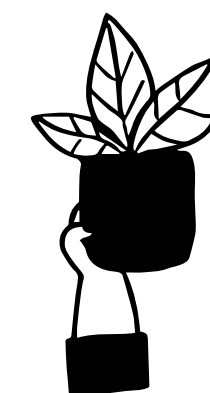
- An open communication culture within the organization
- Clear understanding of the community's daily struggles and performance limitations
- An empathetic workplace based on a transparency and comfort

NUMBER OF PARTICIPANTS

Up to 15 persons per group.

Multiple groups can be run simultaneously

ADD-ONS





01

THE JOURNEY THE MINDFULNESS PROGRAM

A "mind-reprogramming" 5 week practice



WHAT IS IT?

A 5 week program consisting of 1-hour weekly sessions to enhance coping skills. The program, and through mindfulness-based practices aim to alleviate stress, promote more self-awareness and adaptive thinking, develop a deep and meaningful insight into the self, prevent breakdown from anxiety and distress and develop coping mechanisms and emotional resilience. It will provide your community with the opportunity to learn new skills on how to better understand and manage their emotions and reactions and therefore be better able to deal with stressors in the workplace.

WHO IS IT TARGETED AT?

- Small, medium, and large enterprises
- Non-profit organizations

WHY IS IT IMPORTANT?

The working environment of today is exemplified by multi-tasking, overscheduling, and juggling multiple deadlines and people at the same time. With mindfulness practice, employees learn to focus on the "here and now" when faced with multiple demands, and enables them to remain grounded, focused, and calm.

WHO DELIVERS IT?

A licensed Clinical Psychologist or Psychiatrist

MODE OF DELIVERY

Face to Face (Recommended) or Online

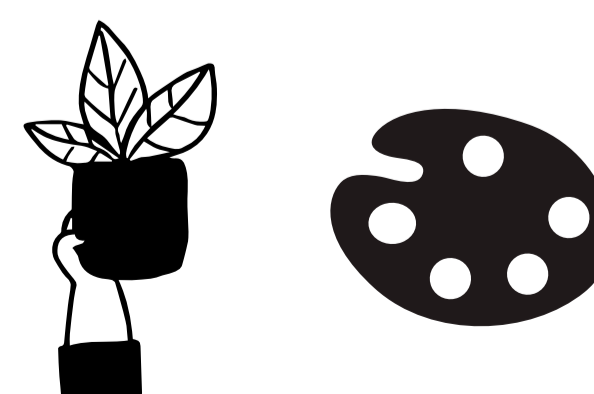
WHAT TO EXPECT AFTER?

- Better understanding of one's thoughts and behaviors
- Decrease in depression and anxiety scores of participating staff
- More self-awareness and adaptive thinking
- Ability to prevent breakdowns or burnouts
- Better coping and more emotional resilience
- Improved customer relationships

NUMBER OF PARTICIPANTS

Up to 15 persons per group. Multiple groups can be run simultaneously

ADD-ONS

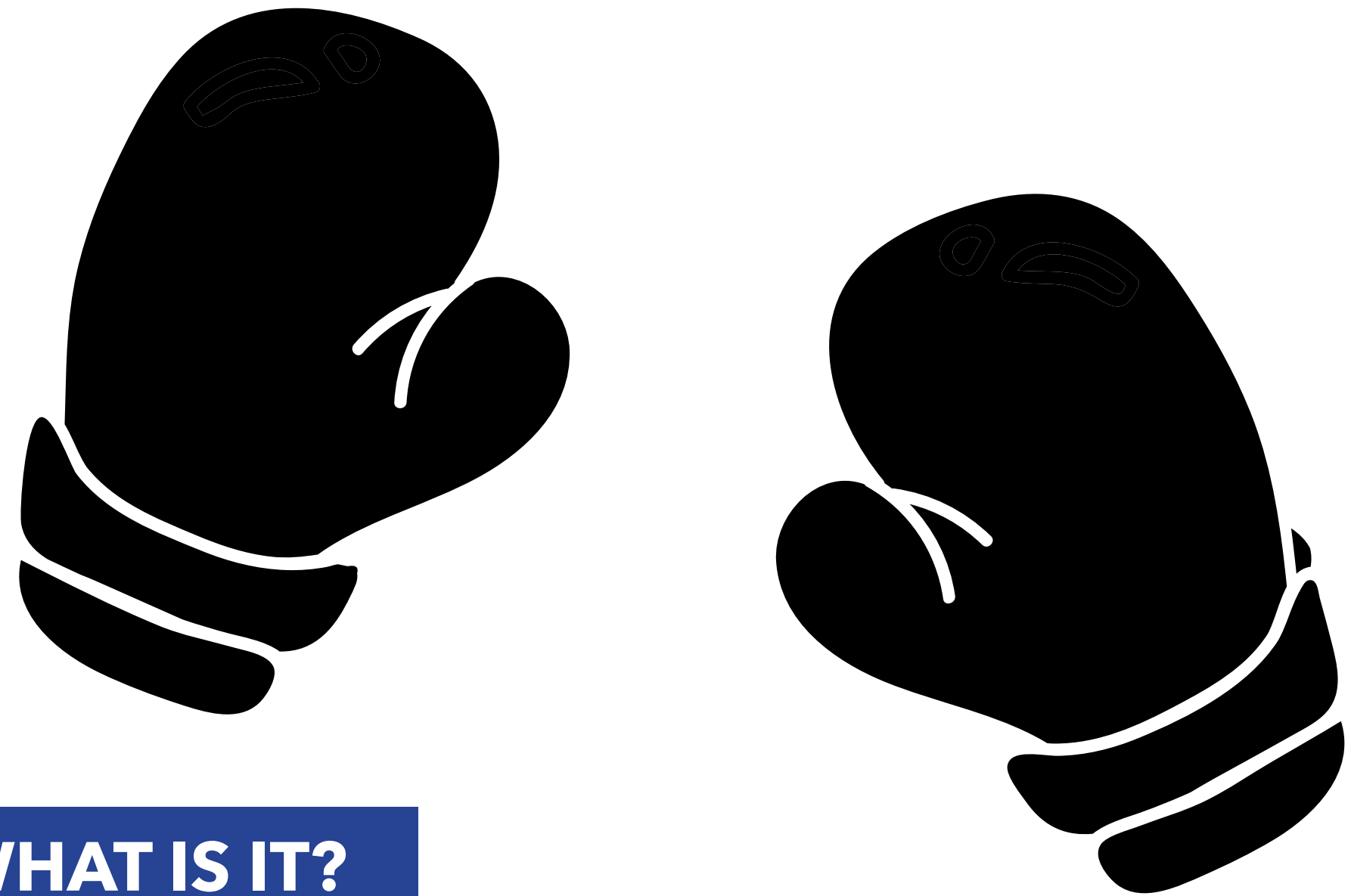




01

THE JOURNEY THE BATTLE BUDDY PROGRAM

A step further into mental health sustainability



WHAT IS IT?

A 2 day training for selected employees (identified by Embrace or the Organization) who will be trained on active listening skills that will empower them to serve as a "Battle Buddy". Battle Buddies are employees who are matched with their co-workers to provide them with peer mentoring and emotional support. The Battle Buddy supports and coaches their co-workers by validating their experiences, helping them identify and address stressors early on, and empowers them to maintain work-life balance.

WHO IS IT TARGERED AT?

Employees who are identified as having basic qualifications to become battle buddies. These qualifications include but are not limited to: An interest in mental health, or helping others, good listening skills, and a team player

WHY IS IT IMPORTANT?

The best way to encourage and advocate for mental health in the workplace, is your own team members becoming the experts! The Battle Buddy program promotes a working environment where everyone feels supported and no one is left out or isolated. It helps keep work at the office, maintain a work-life balance and enhance the cognitive and creative aspects of the team's work.

WHO DELIVERS IT?

A licensed Mental Health Professional

MODE OF DELIVERY

A -2day face to face training on Active Listening and Befriending Skills

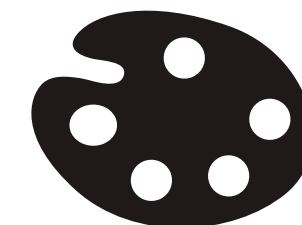
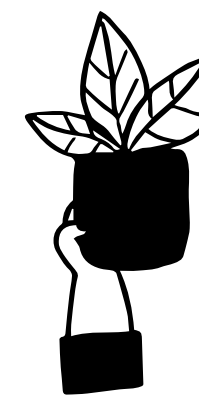
WHAT TO EXPECT AFTER?

- Build teamwork and enhance peer support
- Provide direct emotional support to employees and help them detect stressors early on
- Increase sense of ownership and loyalty to the organization
- Enhance work performance and motivation

NUMBER OF PARTICIPANTS

Up to 15 persons per training, multiple trainings can be run simultaneously

ADD-ONS





01

THE JOURNEY THE ASSISTANSHIP PROGRAM

An In-person Counselling Program



WHAT IS IT?

One-on-One intervention sessions, on an “as-needed” basis that provide employees with direct, personalized support delivered at the comfort of the workplace. It provides individuals with counseling and brief solution-focused support on work and life stressors ranging from relationship/colleague problems, mild substance abuse, stress, and career issues. It serves as “in-house” counselling that is confidential, professional, brief, and solution focused.

WHO IS IT TARGERED AT?

All employees in small, medium, and large enterprises and non-profit organizations

WHY IS IT IMPORTANT?

This program will provide personalized support with long term impact resulting in heightened productivity and creativity, better communication, and less turnover.

WHO DELIVERS IT?

A licensed Mental Health Professional

MODE OF DELIVERY

Individual one-on-one sessions in a private setting in the workplace

WHAT TO EXPECT AFTER?

- Direct, brief and solution-focused support to employees
- Early detection of mental illnesses & treatment prescription
- Improvement in work-life balance
- Increase in sense of ownership and loyalty to the organization
- Enhancement of work performance and motivation
- Reduction in absenteeism and turnover on the long-run

NUMBER OF PARTICIPANTS

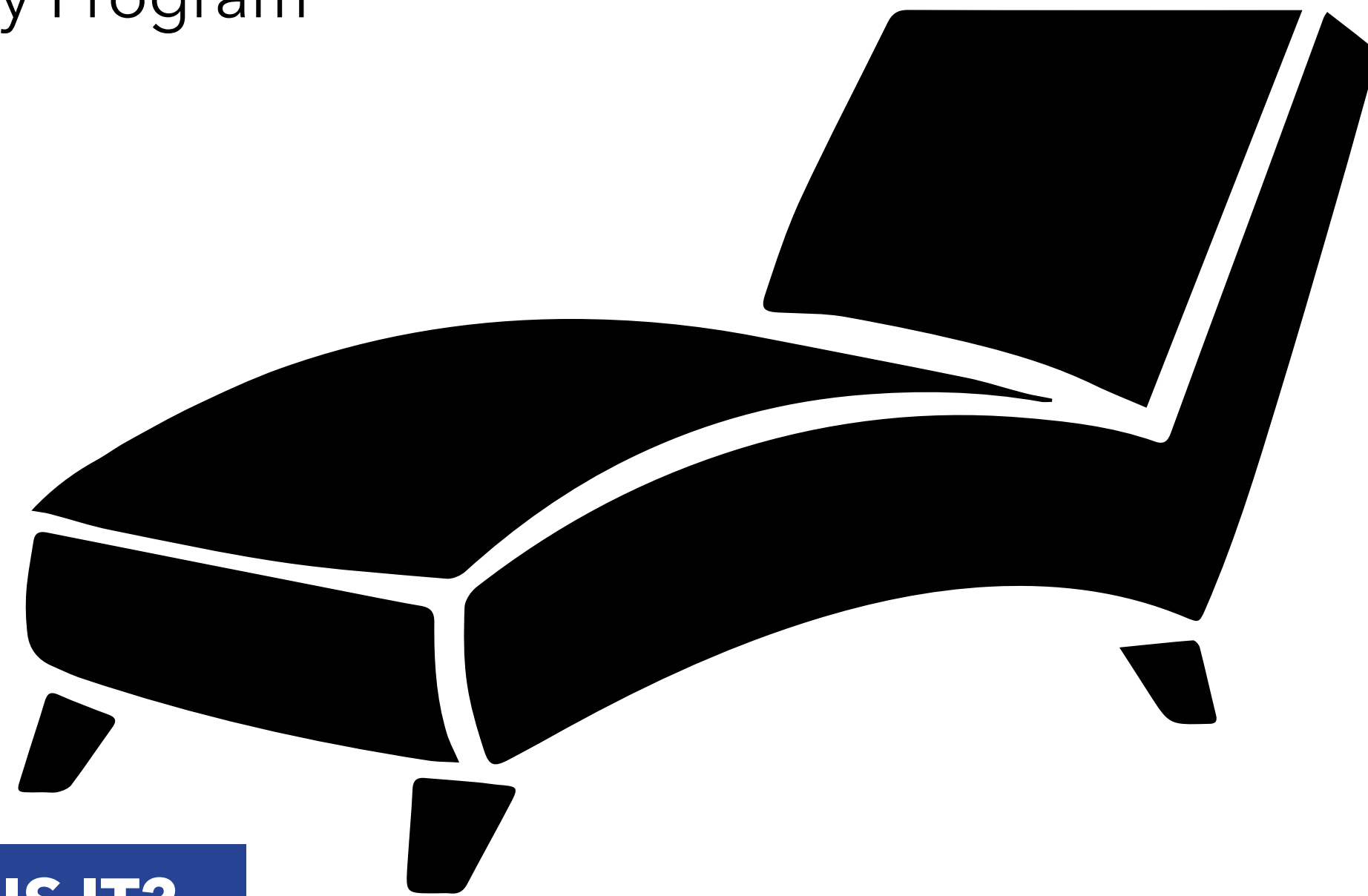
Based on the organization needs



01

THE JOURNEY THE THERAPEUTIC INTERVENTION

An In-person or Online One-on-One
Therapy Program



WHAT IS IT?

In-person or online one-on-one individual psychotherapy sessions with a licensed Mental Health professional from Embrace's team who can provide both psychotherapy and psychiatric services.

WHO IS IT TARGERED AT?

Any employee who feels their mental health difficulties are beginning to impact an area of their life, whether, work or social, or family life, and would like to consult with a specialist to understand what they are going through and receive the appropriate treatment.

WHY IS IT IMPORTANT?

Receiving mental health care when one is going through a mental illness empowers individuals to take back control of their lives, improve their functioning, relationships, and overall quality of life.

WHO DELIVERS IT?

A licensed Mental Health Professional

MODE OF DELIVERY

Individual one on one sessions face to face or via online secure video platforms. Members of the organization can contact us via WhatsApp for their individual appointments, without any need to go through their company or organization. Embrace will provide a monthly report to management of all the sessions delivered to the employees.

WHAT TO EXPECT AFTER?

Psychotherapy is an evidence-based treatment proven to result in:

- Reduction of Mental Illness symptoms
- Improved functioning across all areas of work and life
- Enhanced motivation and performance
- Reduction in absenteeism and turnover on the long-run

NUMBER OF PARTICIPANTS

Based on the organization needs

*Fees for services rendered here, will go back to fund patients living in Lebanon who cannot afford the cost of mental health care



EMBRACING NON-PROFIT ORGANIZATIONS

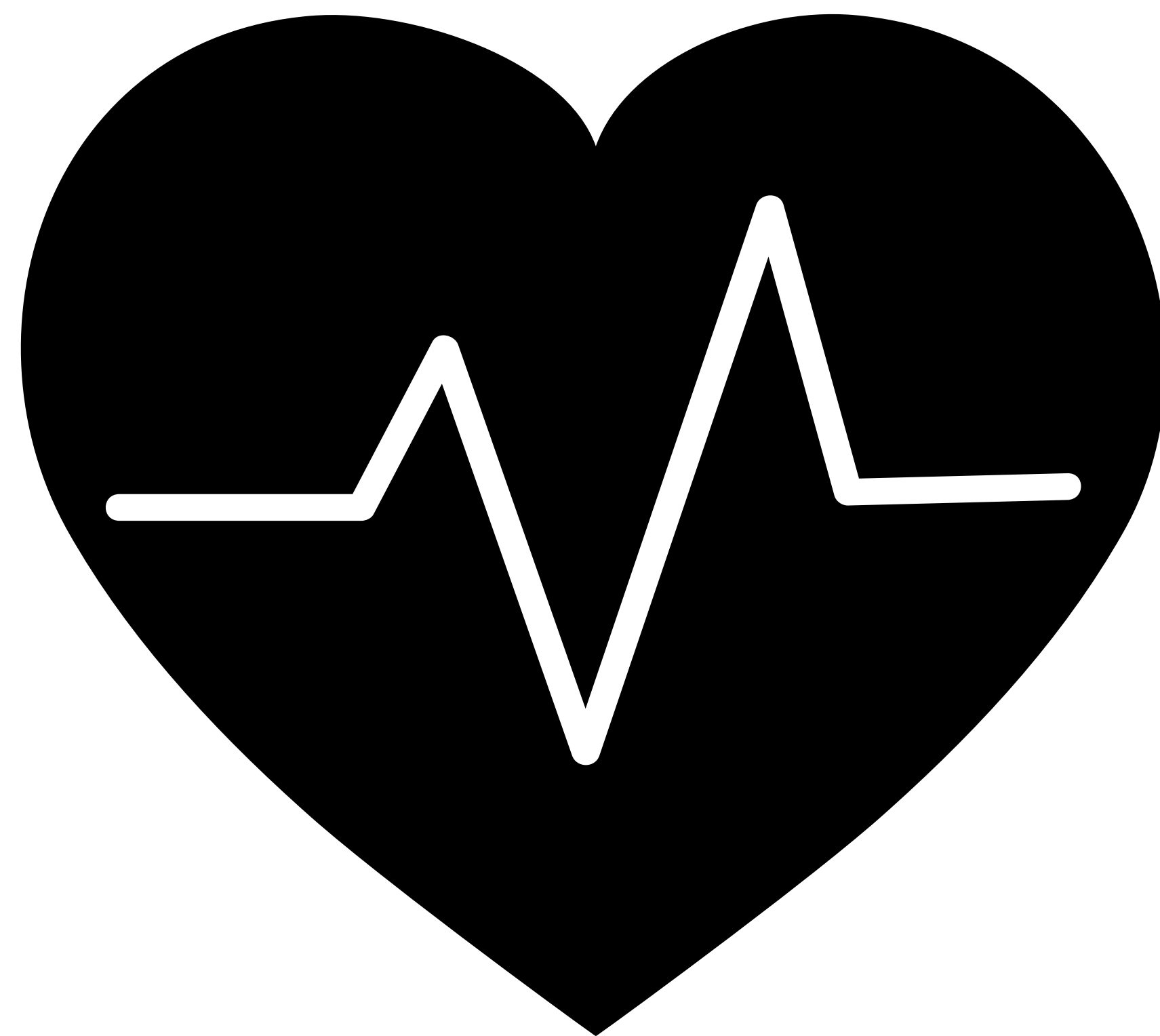
AN EMPOWERING
CAPACITY BUILDING
INTERVENTION



02

THE MENTAL HEALTH FIRST AID

Identification, Support & Management



WHAT IS IT & WHY IS IT IMPORTANT?

A 2 day training for front-liners working in humanitarian settings, on identifying common mental illnesses and treatment needs, and providing psycho-social support to increase help-seeking behavior, while managing their own self-care to prevent compassion fatigue and burnout.

WHO IS IT TARGETED AT?

Front-liners working in the humanitarian field

WHO DELIVERS IT?

Licensed Mental Health Professionals (Psychologists, Psychiatrists)

MODE OF DELIVERY

 Face to Face

WHAT TO EXPECT AFTER?

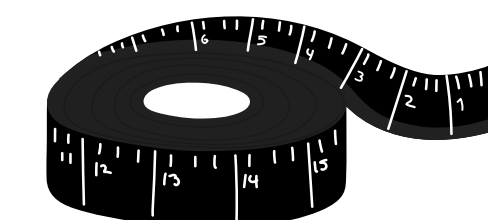
Front-liners will learn:

- Signs & Symptoms of the common mental illnesses
- Mental health context and prevalence in Lebanon
- How to overcome stigma around mental illnesses
- Approaches and referrals to Mental Health Treatment
- Basics of Active Listening
- How to provide emotional support to caregivers
- How to engage in their own self-care to avoid compassion fatigue and burnout

NUMBER OF PARTICIPANTS

Maximum of 20 participants recommended

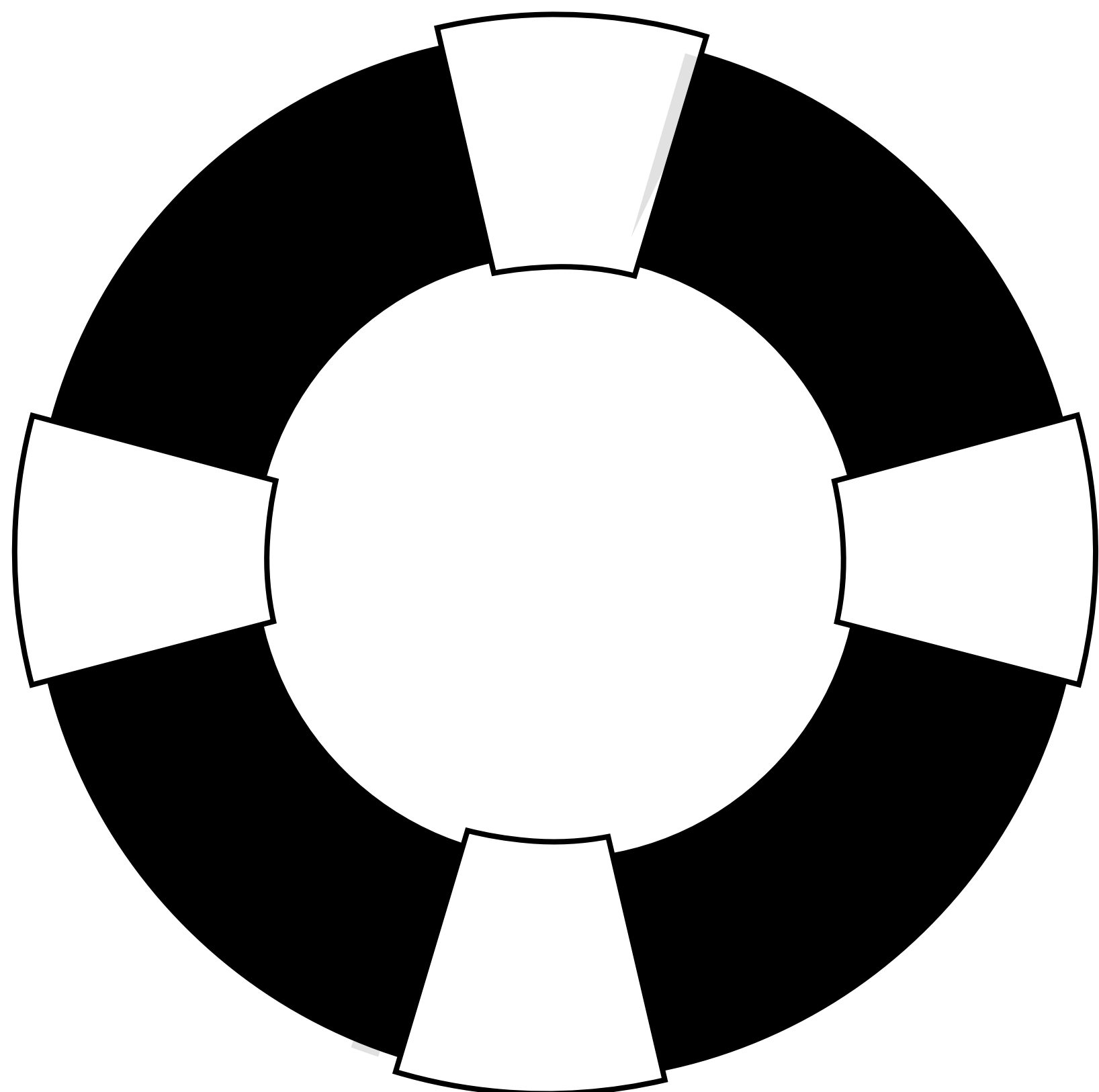
MATCH WITH



02

THE LIFE SAVER

DETECTION & INTERVENTION IN SUICIDAL CRISES



WHAT IS IT & WHY IS IT IMPORTANT?

A 2 day training for front-liners on how to detect, assess and intervene in suicidal emergencies. The training covers basics of suicide risk assessment and intervention, and explains the theories that lead to suicide, and de-stigmatizes and psycho-educates about a topic held as a taboo in most communities.

WHO IS IT TARGETED AT?

Front-liners working in the humanitarian field

WHO DELIVERS IT?

Licensed Mental Health Professionals (Psychologists, Psychiatrists)

MODE OF DELIVERY

Face to Face or Online

WHAT TO EXPECT AFTER?

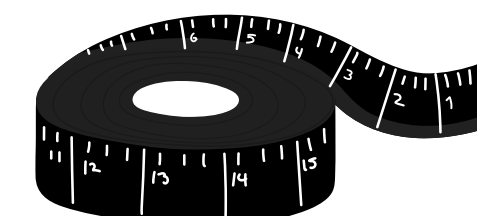
Front-liners will learn:

- The warning signs, risk Factors, and protective factors of suicide
- The context of Suicide in Lebanon, prevalence rates, and risk factors
- Suicide Prevention efforts
- The theories behind Suicide and what leads to it
- How to assess the risk of suicide
- How to develop hope and a safety plan for persons at risk of suicide
- How and when to refer persons at risk to specialized care

NUMBER OF PARTICIPANTS

Maximum of 20 participants recommended

MATCH WITH





**ENHANCE
THE JOURNEY**



THE SPACE LIFT



WHAT IS IT ?

Make the space more inviting for your employees by adding small initiatives, activities & design elements that foster a sense of wellbeing and emphasizes a work culture that places its community first.

WHO IS IT TARGETED AT?

- Small, medium, and large enterprises
- Non- profit organizations

WHY IS IT IMPORTANT?

Several studies have consistently demonstrated that characteristics of the physical office environment can have a significant effect on behavior, perceptions and productivity of the work community. A pleasant physical workspace is a way of transforming the rigid space into a friendly, comfortable, collaborative environment where the employees would feel valued and respected.

WHO DOES IT? Interior Design Consultant or Art Therapist

HOW IS IT DONE

A short-questionnaire or an online forum is administered to the company's community to know more about what they feel is needed most to lift the space and to make the physical work environment more friendly and soothing to everyone.

FEW IDEAS

Post-It Positive Walls

A 2 minute breathing reminder and breath guide that pops up every 2 hours on the computer network, or on common sound system.

Light fixtures and temperature

Mindfulness Journal

Neon Signs

Vision Board for company values, mission, objectives, and achievements

Among other ideas to make the space soothing to everyone

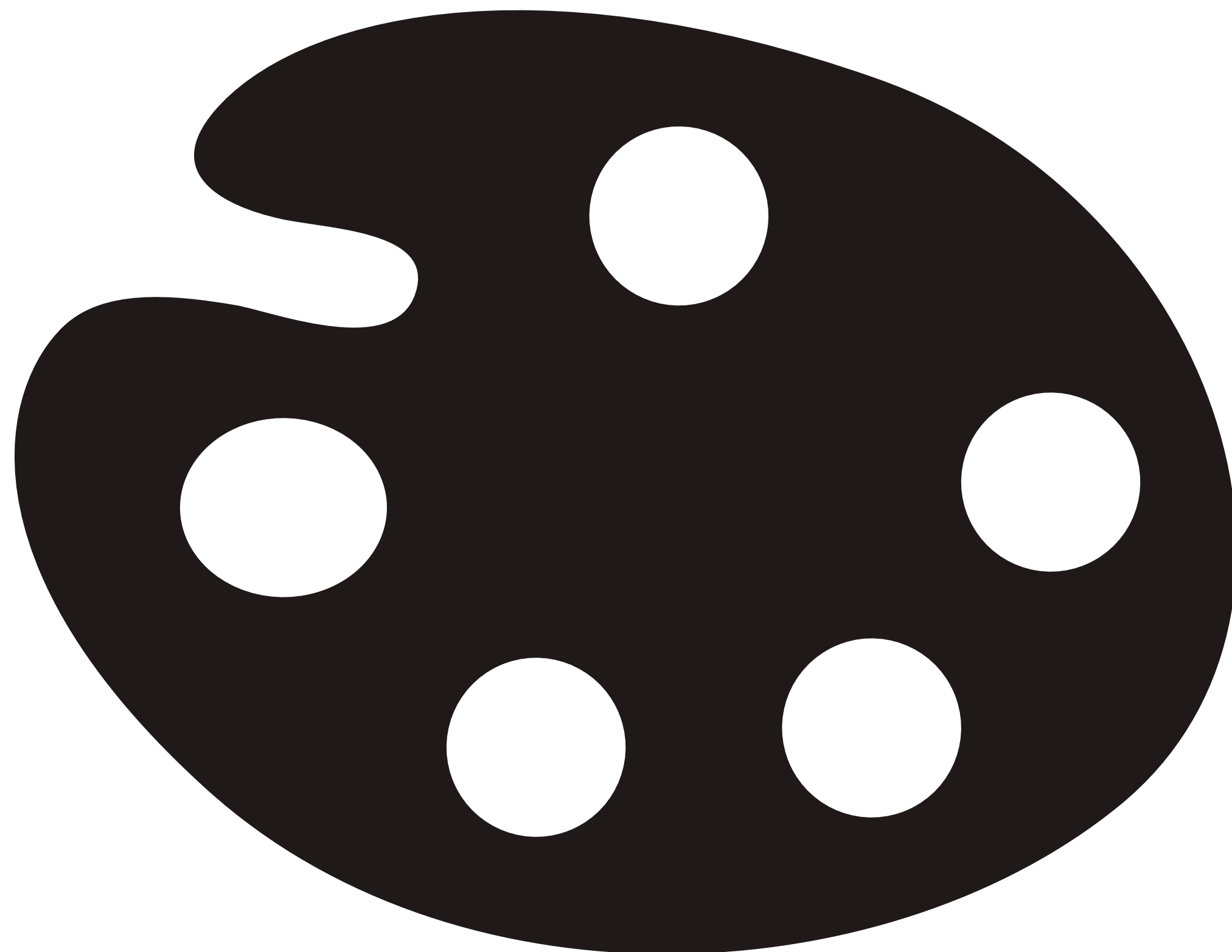
WHAT TO EXPECT AFTER?

A brighter more inviting space that will serve as a boost of morale, creativity & productivity, and helps develop a strong sense of belonging.



03

THE ART THERAPY



WHAT IS IT ?

A 2 days session / 3 hours each to help build connections and

workplace morale. Group art therapy supports employees in better understanding themselves & one another. It is a means of identifying strengths and developing them, as well as build reciprocal relationships, all while respecting individuality.

In Art Therapy, employees can focus on their own perceptions, imagination, and feelings. They are encouraged to create art that expresses their inner world rather than only reflecting expressions of the outer world.

Through exploring their creations, employees can better reflect on their own emotions, look for themes and conflicts that may be affecting their thoughts, emotions, and behaviors in the workplace.

WHO IS IT TARGETED AT?

- Small, medium, and large enterprises
- Non-profit organizations

WHO DELIVERS IT?

An artist working in the humanitarian field.
Maximum of 15 participants recommended

HOW IS IT GIVEN ?

Face to Face / In an art space

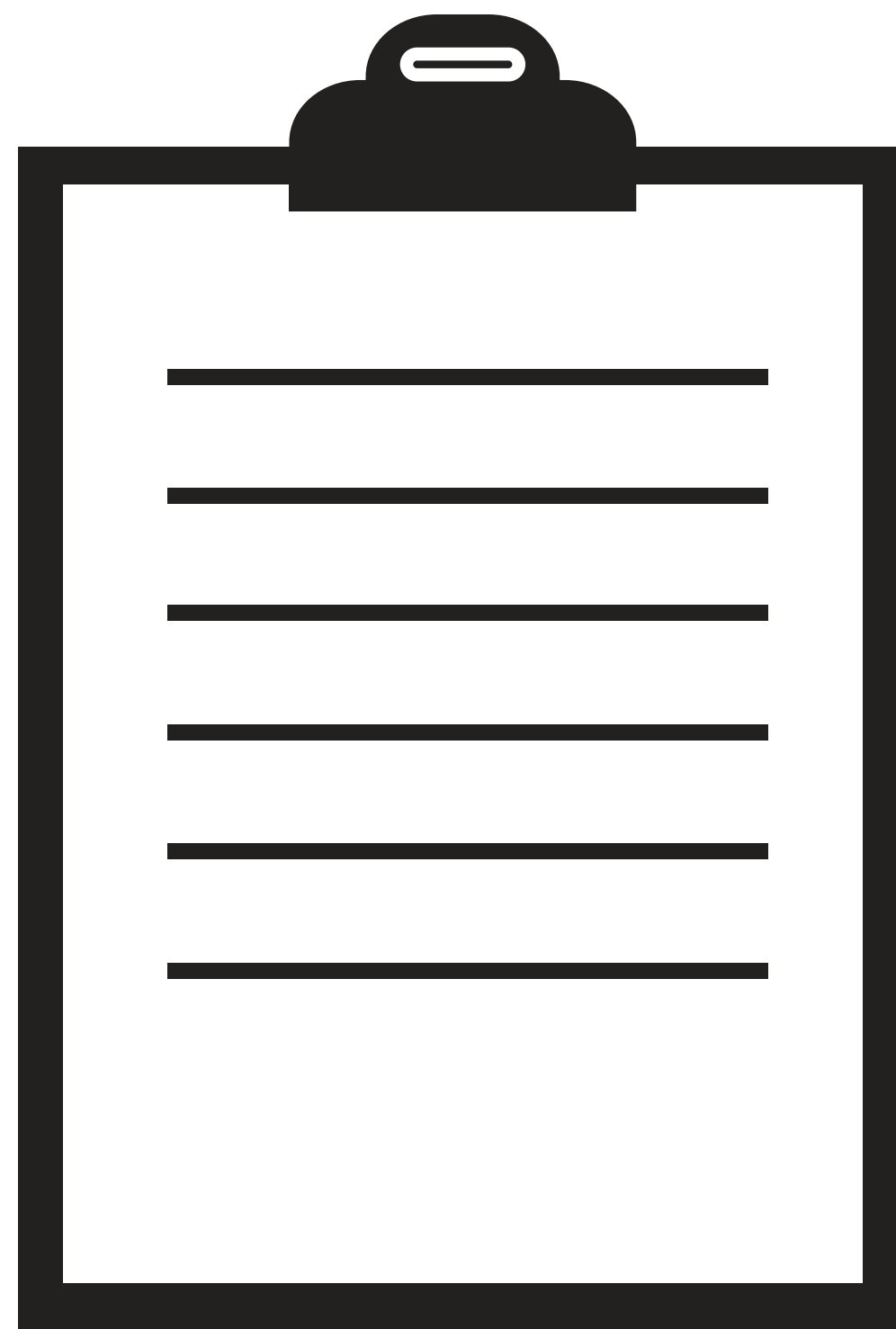
WHAT TO EXPECT AFTER?

- Improved workplace communication and idea-sharing.
- Innovative and imaginative problem-solving.
- Enhanced stress and anxiety management.
- Collaborative creativity and curiosity



03

THE POLICY MAKEOVER



WHAT IS IT ?

This is your chance to engage in a full organizational transformational /make-over and re-assess your organization's HR policies, and give them a "well-being" uplift.

This package puts at your service our consultants who will help you re-assess your policies so that they are more in line with the values your organization has adopted to ensure its employee wellbeing, looking into areas such as: mental health leaves, flexible working hours, harassment and abuse policies, transparent grievances, work life balance etc.

WHO IS IT TARGETED AT?

- Small, medium and large enterprises (HR departments)
- Non-profit organizations

WHO DELIVERS IT?

Organizational Psychologists

HOW IS IT GIVEN ?

Face to Face / In an art space

WHAT TO EXPECT AFTER?

A set of co-created and tailor-made HR policies and procedures that allow your organization to fulfill its mission of putting its people's well-being first, and serving as a leading example of how workplaces in the 21st century ought to adopt progressive policies to support their human capital.