

According to Business Week, stress costs US employers over \$300 billion per year. Stress is one of eight risk behaviors that drive the 15 chronic conditions that account for 80% of the total cost of chronic illness throughout the world. In addition, poor stress management impacts employee performance, attendance, and engagement. Yet most wellness programs do not include solutions that address the root causes of stress.

For over thirty years, KGA has helped both organizations and individuals get to the root cause of mental wellness challenges, while integrating its programs with existing wellness and training curriculums. Rather than a 'one-size fits all' solution, KGA offers several approaches that may be employed to address the issues that undermine employee productivity and health care cost containment.

Team Stress Management/Resiliency Training is a targeted intervention for highly stressed work groups. Using a cognitive behavioral approach to re-structuring negative thinking, the curriculum is modified to meet the challenges of the group while building skills in:

- Re-framing thinking traps such as all or nothing thinking, over generalizations, jumping to conclusions, and mental filtering
- Helping participants learn how to make positive thoughts habitual
- Practicing relaxation for improved resilience and self-care
- Developing strategies to overcome resistance to change and control issues

Stress Management Workshops are half-day or full-day, customized workshops designed to treat the symptoms of stress and produce immediate stress relief. Topics include assessment and education in:

- Identifying symptoms of stress overload and how to prevent burnout
- Defining internal and external stressors
- Developing resiliency skills that come from positive psychology
- Learning techniques for progressive relaxation and mindfulness meditation
- Applying time management practice to lessen the risk of burnout

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KGA Wellness Day is a custom-designed day that focuses on total wellness. The Wellness Day is a perfect format for busy, intact work groups or departments that can't accommodate large blocks of time away from the job. Participants sign up for 20-minute individual consultations while managing work in between. Each Wellness Day includes:

- Awareness building through personal self-assessment on 18 modifiable health risk behaviors
- Individual consultations with counselors, personal fitness trainers, massage therapists, nutritionists, and meditation specialists

meQuilibrium, Optimized by KGA is a scalable, online stress solution optimized by expert individual counseling. The program addresses the root causes of stress as a way to prevent manifestations of stress such as hypertension, obesity, sleep disturbances and burnout. The goal of the program is to help people build resilience and sustain meaningful changes in their lives. The program combines time-tested approaches such as:

- Individual, online stress assessment combined with expert counseling
- Online resiliency training targeted at specific drivers of stress
- Strategies for accelerating behavior change
- Metrics for tracking improvement

Regardless of the stress management solution delivered, KGA uses pre-defined measurements of success in order to provide meaningful data for the organization.

For more information, call Kathy Greer, 508-879-2093 (greer@kgreer.com) or Sue Penchansky, 617-365-4603 (penchansky@kgreer.com)



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