



# Corporate Integrative Health Coach Training

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A HOLISTIC APPROACH TO MENTAL HEALTH



**NICKERSON INSTITUTE**  
*of*  
***Integrative Health Training***

I became a Clinical Psychologist knowing that mental health was paramount to overall wellness, and in the last 10 years as a health coach, it has become clear that a holistic approach — one that involves every aspect of the mind, body and spirit — is both effective and enduring.

When I was a Fitness for Duty Psychologist in large healthcare organizations, I witnessed the struggles of front-line health care providers who had a passion for helping others, yet worked in exceptionally stressful and unhealthy work environments. Today, employees are experiencing stress at these same levels across all roles and organizations. Wellness programs now need to constantly adapt and expand to keep ahead of the alarming trends happening in the workplace.

Clearly a new paradigm for fostering mental health and wellness in the workplace is needed. Employees need individualized, preventative, and self-recovery guidance in a psychologically safe and non-stigmatized environment with someone who is educated in holistic mental health and who also has an understanding of the dynamics of the organization.

Our Corporate Integrative Health Coaching Training Program extends beyond the scope of existing wellness programs and teaches a process that facilitates healthy, sustainable thought and behavioral patterns that lead to more compassionate leadership and optimal functioning of the human mind, body, and spirit.

Integrative Health Coaching draws on the principles of positive psychology, synergy, energetic support, and the practices of motivational interviewing, cognitive behavioral strategies, and mindfulness techniques. By using these practices to raise human thought and consciousness, we can — as individuals and as a collective organization — rise above the "norm" and create an environment where wellness is the foundational goal that generates growth, productivity and prosperity.

*Wendy Nickerson, Psy D*

For an overview of existing research and literature on workplace wellness, please download our report.

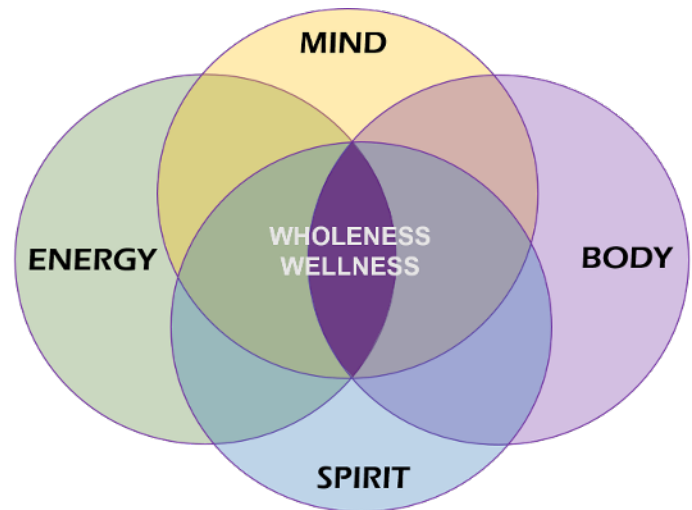


# Beyond traditional wellness programs... a holistic approach

Creating a company culture with employee wellness at its core has never been more important. But perhaps your current initiatives are not enough. Perhaps there is more that you can do.

An Integrative Health Coaching program is a logical extension of your other initiatives and adds a holistic approach to mental health. It can facilitate sustainable thought and behavioral patterns that lead to more optimal functioning of the human mind, body, and spirit.

We believe that a holistic mental health approach provides individuals with more opportunities for their living their best life.



**Mind** — A healthy mind is more than a brain that can retain information, problem solve and be productive. It's the generator of experience and the understanding of how our experiences impact us as individuals and as a collective. A healthy mind is also resilient. It is able to move through and recover from challenging situations quickly and more objectively. While many factors contribute to making a mind healthy, the core strategies taught in this program include evidence-based cognitive-behavioral coaching and mindfulness practices.

**Body** — We know that exercise and nutrition are crucial to wellness, yet science is now revealing even deeper secrets to how the body works. Our gut, for example, is considered a 'second brain' that contains 100 million neurons. It not only controls our digestion, but strongly influences our emotions and how we think. We also know that, regardless of how many prescription medications someone might take, the brain cannot function properly without adequate levels of B12, D3 and Omegas. And while sugar is obviously an issue with weight and diabetes, we now know that it causes inflammation in the brain, rupturing the synaptic and neurological pathways, ultimately reducing the major neurotransmitters required to function.

**Energy** — There are many practices that help us balance the flow of our energy (yoga, tai chi, breath work...), but our awareness as to how the people, places and things we open ourselves up to affect our energetic flow is key to the quality of digestion, sleep and our ability to think positive thoughts, maintain empathy and authentically connect with others.

**Spirit** — Studies are providing more evidence on how incorporating a spiritual ritual into our daily lives and nurturing our beliefs about our spirit-self and a higher power are beneficial to our mind-body wellness and improve our interpersonal dynamics, and can even contribute to the recovery process from illness and surgery.



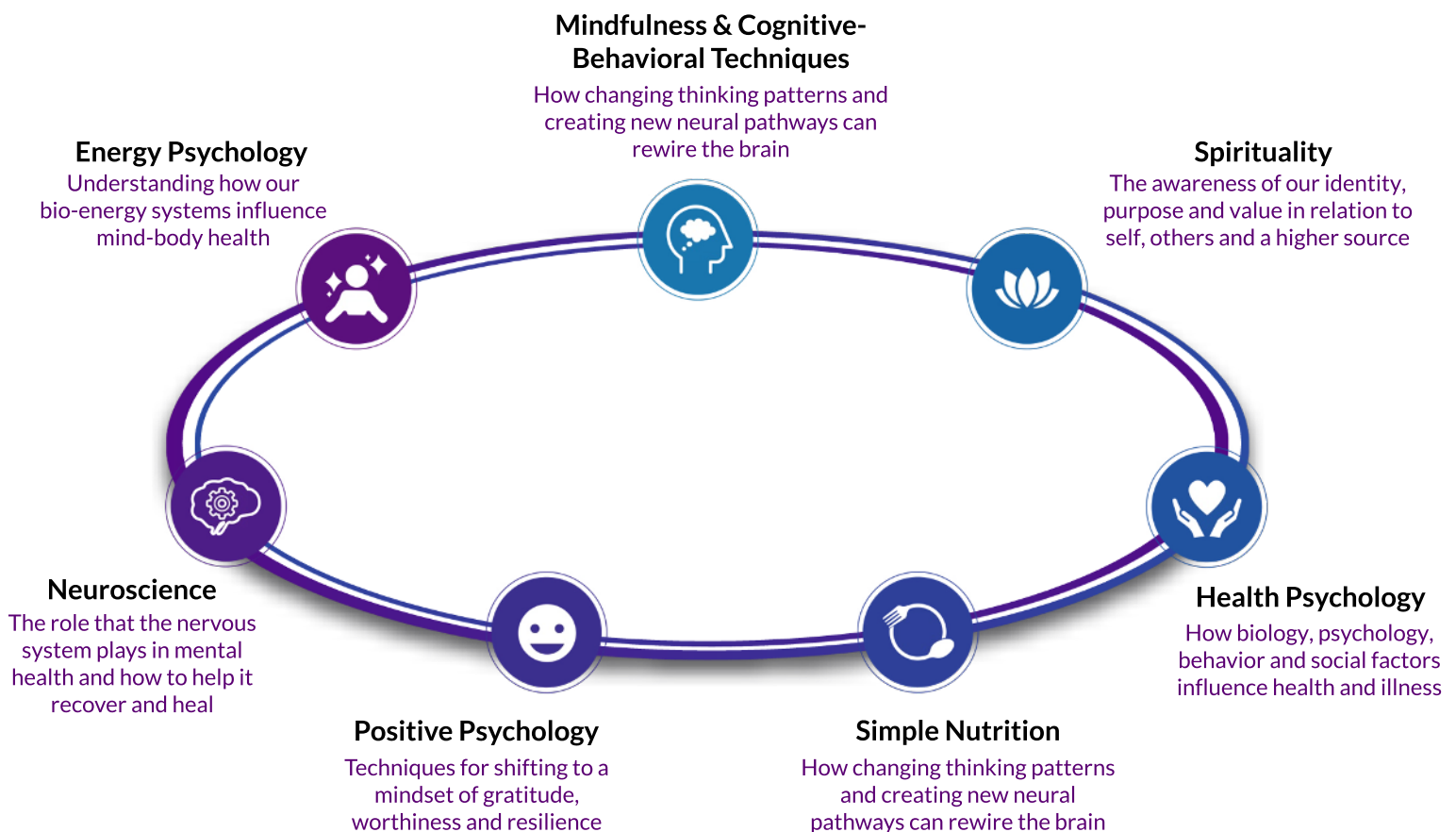
# Applying the holistic health model to promote real change

The Nickerson Institute's program provides intensive mental health coach training to employees so they can bring effective in-house, individualized mental health coaching and corporate community education to the organization.

The training follows a BioPsychoSocial model which considers all aspects of one's life and well-being, raising awareness and a greater level of objectivity and self-acceptance, as well as promoting a healthy life balance.

The learning modules prepare the participants for the role of integrative health coach through foundational coaching skills, specific strategies for mental health coaching, and interpersonal development. Coaches are trained to consider the organization's culture as it relates to interpersonal relationships, cultural sensitivity, compassion, spirituality, and the cohesiveness of multi-generational employees, as well as the effects of the post-pandemic "New Normal Workplace".

By establishing the foundation of a holistic, integrative health approach, the IHC coaches will be empowered to bring new, relevant and sustainable personnel development opportunities to their organizations – ultimately raising the level of consciousness throughout the organization.



# INDIVIDUAL AND ORGANIZATIONAL BENEFITS

Corporate integrative health coaches provide guidance, support, strategies and tools that can lead to remarkable benefits at both the individual and organizational levels. Some of the benefits include:

## Individual



- Improved overall mind-body-spirit health
- Increased self-awareness and confidence
- Greater emotional intelligence
- Decreased stress and anxiety
- More physical energy and stamina
- Better relationships
- Improved cognitive functioning and concentration
- Better sleep
- Improved immune response
- Increased longevity
- Better life-work balance

## Organizational



- Decreased burn-out and absenteeism
- Less employee turnover
- Improved productivity
- Fewer short/long-term disability claims
- Increased psychological safety
- Greater employee engagement
- Improved morale
- More harmonious teams/cooperation
- Happier, more fulfilled employees
- Improved communication skills
- Increased adaptability to change
- More inclusive, empathetic culture
- More corporate engagement with the community



No one else can do the work for you, but that doesn't mean you should have to do it alone.

# MODULE TOPICS

This virtual and interactive 15-modules provide the latest evidence-based mind-body-spirit techniques and strategies covering the following topics:

## FOUNDATIONAL MODULES



**Organizational Coaching Ethics and Boundaries** to create higher levels of consciousness and safety within an organization



**Listening and Motivational Interviewing**, the most evidence-based strategy for effective change

## MENTAL HEALTH MODULES



**Using Cognitive-Behavioral Coaching Strategies** to increase positive thought patterns, focus and concentration



**The Burnout Epidemic** covers how to recognize and prevent burnout



**Alternative and Natural Methods** to increase positive emotions & mental and spiritual wellness



**Understanding Mind-Body Connections** to help minimize chronic pain/illness in the workplace



**Simple Nutrition** for optimal concentration, focus and mental health



**Creating a Trauma-Informed Workplace Awareness** to help recognize and diffusing trauma-induced behavior



**Mindfulness Training** to enhance focus, concentration and productivity, as well as deepen self-care and spirituality



**The New Normal Workplace** provides a 3-part framework for adapting with change and offers practical tools for coping with feelings surrounding today's workplace challenges / Dr. Laura McCallum, instructor

## INTERPERSONAL MODULES



**Transcending Toxic Behavior in The Workplace** demonstrates a 3-step process for conflict resolution / Dr. Laura McCallum, instructor



**Highly Sensitive Persons in the Workplace** reviews the qualities and work habits of an estimated 20% of the workforce / Jeannette Folan, RHC, instructor



**Multi-Generational Workplace – Harness the Power to Engage Every Age** explores how to leverage the work styles of every generation / Suzanne Balcom, RHC, instructor



**Honouring Compassion & Cultural Inclusion** for enhanced human connectivity and productivity



**Developing Advocacy Skills** to scope out your community and to utilize valuable local resources

# PROGRAM CONTENT

The 200-hour integrative health coach training program is presented in 15 modules, and develops your skills in these core areas of health challenges and wellness approaches.

## COACHING SKILLS

- The role of a corporate health coach
- Listening skills and motivational interviewing
- Client engagement and attunement
- Ethics, boundaries and guidelines for a healthy client relationship
- Facilitating behavior change
- Developing advocacy skills in your organization and community

## IN THE WORKPLACE

- Cognitive Behavioral Coaching strategies
- Recognizing and reducing trauma-induced behavior
- Creating a 'prepared for change' mindset in the post-pandemic workplace
- Processing and transmuting toxic behavior
- Understanding Highly Sensitive People
- Harnessing multi-generational power
- Recognizing, preventing and reducing the effects of burnout

## BODY BASICS

- Foods and nutrients for optimal mental health
- Physical activity and cognitive functioning
- Chronic pain and illness: the mind-body connection

## ALTERNATIVE APPROACHES

- Mindfulness training to improve focus, productivity and overall health
- Natural methods to increase positive emotions & mental and spiritual wellness
- Developing compassion, spirituality and inclusion for human connectivity

■ ■ Mental health doesn't care about job titles, salaries, responsibilities, deadlines, production or sales. It only cares about being cared for.

# CORE COMPONENTS

Each module contains approximately one hour of video, usually divided into two or three segments. You will also be given a list of resources to review for each module. These resources are other videos, websites, or online documents. You will use the recorded teaching videos and these additional resources to answer the discussion question(s) and the written assignment for each module.

You will also begin the development of your Corporate Integrative Health Coaching Toolbox. Your toolbox will consist of a consolidated list of techniques, tools and resources (guides, websites, definitions, videos, forms, etc.) that you compile and will use in your health coaching position. You will be submitting your toolbox for review periodically throughout the program. In sum, you will have the following activities:



## TEACHING MODULES

Each of the learning modules includes an informational video presentation with Dr. Nickerson or another instructor, as well as additional valuable resources for each topic.



## ASSIGNMENTS

Writing assignments are required for most modules and generally include self-reports, case study assessments, as well as your approaches to various coaching scenarios. Your assignment submissions are NOT visible to other participants in the program.



## DISCUSSIONS

Most modules include questions to be answered by students on the CIHC online discussion board. These discussions allow for varied perspectives so that students might also learn from each other's ideas and personal experiences.



## LIVE MEETINGS

There are bi-weekly live meetings where you receive support from the instructor and engage with fellow students. Guest speakers will also discuss relevant health topics and advanced workplace concepts.



## PRACTICE

As you learn the coaching fundamentals, you will practice your skills with a partner or "pseudo-client" (or buddy with another enrolled student). Some modules ask that you provide an audio or video recorded practice coaching session.



## COACHING TOOLBOX

As the program progresses, you will find tools and strategies that work with your coaching style or specific situations. You will continue to build your toolbox to serve you throughout your career.



# MEET THE INSTRUCTORS

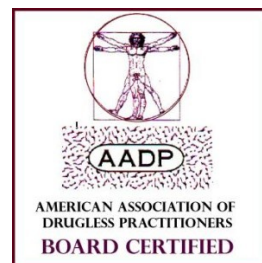
# ACCREDITING ORGANIZATION

Upon successful completion of the Corporate Integrative Health Coach Training Program, you are considered a CERTIFIED health coach. To become a REGISTERED coach, meaning that you are officially on record with an accrediting association, you will need to complete a membership application, provide the necessary documentation, and pay a membership fee which entitles you to a variety of support from the organization. Here is some information about the accrediting organization for the Nickerson Institute's Corporate Integrative Health Coach Training Program:

## American Association of Drugless Practitioners

Established in 1990, the AADP supports over 21,000 international professional holistic practitioners including doctors, nurses, naturopaths, chiropractors, health coaches and "drugless" professionals.

The AADP offers its members the following benefits:



**Professional Liability Insurance** - a professional liability policy that covers consulting and educating and runs approximately \$138 per year for a \$1 million dollar policy.

**Office Packet** - includes Client Questionnaires, Disclosure forms, Office forms, etc.

**Laboratory Testing Services** (USA and Canada) - submission of non-invasive tissue (hair) mineral analysis (excludes New York and California).

**Referral List** - all members will be automatically added to a list used to refer practitioners to the general public.

**Resource Link** - the member's business website can be added to the AADP Resource Link Page.

**Certificate and ID card** - verifying that you are board certified with the AADP as a health coach.



Initial application fee \$285 US  
Annual renewal fee \$150 US



No continuing education credits are required for AADP membership

For more information, visit: [aadp.net](http://aadp.net)

# Who should become a coach?

Becoming an Integrative Health Coach for your organization is not limited to HR staff or even someone on the Wellness Committee. It is also not restricted to people managers. In some organizations it may make sense to have an IHC at every level or in every department.

To be successful in this role, one should have a sincere interest in integrative mental health practices, and a desire to aid in creating a more conscious, inclusive, compassionate, productive, and healthful workplace culture. Other qualities of an effective corporate integrative health coach include:

- Excellent listening skills
- Strong communication skills
- A supportive, compassionate nature
- A desire to learn and share that knowledge with others
- The ability to be an objective observer
- Good collaboration skills
- A high level of emotional intelligence
- Strict adherence to privacy and policy



■ ■ Like teaching someone how to fish, a coach helps people learn how to follow their own inner compass for a more fulfilling life.

# ENROLLMENT

If you are ready to participate in Nickerson Institute's Corporate Integrative Health Coach Training Program the next steps are:



Complete the program application form. You will be notified within 72 hours of approval.



If approved, you will be asked to complete a Consent form outlining the offerings and responsibilities of each party.



Tuition (or the first installment if you choose the 4-month payment plan) is to be paid prior to accessing the program. Reduced tuition is offered to organizations for multiple enrollments.



The suggested timeline to complete the program is 30 weeks (2 weeks per module) however, you may take up to a maximum of one year.



Upon successful completion of the program, you will receive Certification from the American Association of Drugless Practitioners, as well as from additional pending accrediting associations.

**Apply now**



## Individual Enrollment

200-Hour Self-Paced Course

\$4,299 US - Single Payment

\$1,124.75 US - Four Monthly  
Payments

Credentialing as a Registered Health Coach

15 modules of self-paced video instruction

Live bi-weekly meetings with instructor(s)

Ongoing email support from instructors

Development of individualized toolbox

Practice buddies

Engaging exercises and powerful tools

Ongoing post-graduate monthly support  
meetings

Post-graduate support for starting private  
practice

[nickersoninstitute.com](http://nickersoninstitute.com)

1-480-684-4476

[training@nickersoninstitute.com](mailto:training@nickersoninstitute.com)



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## Organization Enrollment

200-Hour Self-Paced Course

\$4,299 US - Single Trainee

Discount for Multiple Trainees

Credentialing as a Registered Health Coach

15 modules of self-paced video instruction

Live bi-weekly meetings with instructor(s)

Two private support sessions with Dr.  
Nickerson (for organizations that enroll 3 or  
more trainees)

Ongoing email support from instructors

Development of individualized toolbox

Practice buddies

Engaging exercises and powerful tools

Ongoing post-graduate monthly support  
meetings

Add-on "Lunch and Learn" kit includes  
presentation slides, handouts and activities

\$3,870 for 2 - 4 Trainees

\$3,450 for 5 - 9 Trainees

\$3,225 for 10+ Trainees

■ ■ I found it valuable to learn about all of the positive outcomes of having a compassionate and inclusive workplace as well as having the language to articulate this type of culture.

Suzanne Velasquez-Sheehy, Chicago