



# Quarterly Inspiration

**Welcome to the summer edition of Lena's customer newsletter** – your seasonal snapshot of all things workplace wellbeing. There's a lot happening this quarter with Alcohol Awareness Week and International Self-Care Day taking place in July, August being International Happiness Happens Month, and World Suicide Prevention Day occurring, as it does every year, on 10<sup>th</sup> September.

With the pace over July and August naturally a bit slower, it's the perfect time to reflect on how you can help your teams thrive with renewed energy and resilience. In this issue, we're sharing fresh insights, practical advice, and a few uplifting ideas to keep wellbeing at the heart of your organisation this summer.





# July

## Alcohol Awareness

**This year UK Alcohol Awareness Week takes place from 7th to 13th July and this year's theme is 'Alcohol and Work.'**

Longer hours, more stress, the blurring of lines between work and home, and too many workplace cultures that place drinking rather than people at the centre of things, lead to alcohol and work being linked in many ways. How many of us have stopped to think about how the work we do, or the way we work, impacts on our relationship with alcohol?

Raising awareness about the risks of alcohol use/misuse is essential for HR leaders and Senior Managers because it directly impacts employee wellbeing, safety, and productivity.

Problematic alcohol consumption can lead to absenteeism, poor performance, and even safety hazards—especially in roles that involve machinery, driving, or critical decision-making.

By proactively addressing the issue through education and support, we can create a more open, informed, and healthier work environment, reducing stigma and encouraging early intervention.

**It's not just a health matter; it's a key component of fostering a responsible and resilient workplace culture.**

### **What preventive steps can you take in the workplace?**

HR and Senior Management can play a key role in preventing alcohol misuse by fostering a culture of awareness, support, and accountability.

Proactive measures can include:

**Education and training:** Offer workshops or seminars on the effects of alcohol misuse, tailored to both employees and managers, to help recognize signs and respond appropriately.

**Clear policies:** Establish and communicate a well-defined alcohol policy outlining expectations, restrictions, and consequences, while also providing support pathways.

**Employee Assistance Programmes (EAPs):** Provide confidential access to counselling and support services that employees can turn to without fear of stigma.

**Wellbeing initiatives:** Promote healthy lifestyle programmes—like mindfulness, physical fitness, and stress management – that can reduce reliance on alcohol as a coping mechanism.

**Open communication:** Create an environment where employees feel safe discussing personal challenges, including substance use, without judgment.

When an organisation adopts a preventative approach, they're not just managing risk – they're helping to build a healthier, more engaged workforce.



Lena is here to help whether it's providing online awareness-raising sessions, developing or reviewing an alcohol/substances policy on your behalf, providing specialist training on substance use/misuse, organising tailored wellbeing programmes, or providing direct support to employees in need of an intervention.

Lena's digital Support Hub also has a wealth of information and interactive tools available on alcohol (including a virtual bar where your employees can check how many units they are drinking).

[visit the Hub](#)



# July

## Diversity, Equality & Inclusion

In recent years, diversity, equity, and inclusion (DEI) have become keystone values for companies globally. While investment in DEI has undeniably made strides in tackling barriers to inclusion and progress for many, the reality is that this work has been coming under attack for some time.

Fractures have started to appear in our societies, workplaces are experiencing the collision of rights and beliefs, and the acronym itself has become weaponised and politicised in certain circles, forcing many companies to reassess their approach, and perhaps even their commitment to DEI.

This year **Ibec** celebrated their 12th National Diversity and Inclusion Day on 5<sup>th</sup> June with an online panel discussion comprised of international expert speakers, academics and business voices to discuss the current climate and how we can all work to reset and re-envision the way forward for business and society.



### Sorry you missed the Ibec session?

**The Irish Centre for Diversity is hosting the inaugural National Diversity and Inclusion Conference on 30 September 2025 in Croke Park.** This in-person event will bring together Diversity & Inclusion (D&I) thought leaders and experts for a full-day of sharing perspectives and valuable insights.

Contact them directly to book your place.

[get tickets here](#)



## July's FREE Webinar

**Topic: Personal Effectiveness**

**When: Wednesday, 2<sup>nd</sup> July 2025**

**12.00pm to 1.00pm**

Visit Enthuse via the link below to register  
(NB Maximum 500 places available)

### Key objectives:

- Appreciation of the skills needed to manage your time effectively
- How to get clarity and focus on your priorities
- Looking at 'time stealers' and how to tackle them
- How to develop resilience strategies to manage the pressure of time
- Tips and techniques to maintain a focused approach

[click here to book](#)



# August

## Happiness Happens Month

Happiness Happens Month is a whole month dedicated to celebrating what makes you happy. The initiative is based on the premise that happiness is unlimited and contagious and that sharing one's happiness can bring a lot of joy in other people's lives.

It reminds us that sometimes a small action boosts our happiness and it reminds us that whilst happiness is a personal experience it's also contagious.

### Why happiness matters in the workplace

We spend around 90,000 hours – over 10 years of our lives – at work. That time profoundly impacts our sense of purpose, our wellbeing, and both our physical and mental health.

Therefore happiness and promoting and supporting positive mental health and wellbeing should be a top priority for all workplaces. And encouragingly, more and more organisations are recognising the role they play in boosting morale, productivity, and retention.

**Over 15% of workers in the UK and Ireland experience symptoms of mental health disorders at work, and 58% feel uncomfortable talking about it.**

This highlights the urgent need for stronger support structures, including (but not limited to) Employee Assistance Programmes (EAPs)/workplace counselling services that offer confidential help during difficult times.

Happiness Happens Month is the perfect time to spotlight this issue in your workplace. **Research shows that healthy, supportive work environments drive creativity, reduce absenteeism, and lower costs.**

### 5 Ways to boost workplace happiness

1. **Lead with care:** Empathetic leaders who listen and respond to employees' needs foster higher wellbeing. Studies confirm that when staff feel heard, their mental health improves – and so does organisational happiness.
2. **Recognise contributions:** When people feel their work matters, morale soars. Small gestures of appreciation – like a handwritten note, a quick thank-you email, or a supportive call – can have a lasting impact.
3. **Encourage a sense of 'team':** Positive relationships drive happiness. Promote collaboration through team-building days, events and projects that unite colleagues toward shared goals.
4. **Offer mental health support:** EAPs provide counselling and assessments to help employees manage challenges. They reduce absenteeism by up to 45% and significantly ease workplace anxiety.
5. **Promote work-life balance:** Flexible, hybrid working empowers employees to manage their time while maintaining vital in-person connections. Giving staff control over their schedules results in a healthier, happier workforce.

Ultimately, employees who are happy are more motivated, engaged, and likely to stay. Therefore happiness isn't just good for people – it's good for business. **When employees thrive, so do organisations.**





# July

## International Self-Care Day

In a world that often demands our constant attention and energy, International Self-Care Day on 24<sup>th</sup> July is a powerful reminder that self-care is not just a luxury; it's a fundamental act of self-love and self-preservation.

Workplaces can foster self-care for both managers and employees by promoting healthy habits, providing resources, and fostering a supportive culture.

This includes encouraging regular breaks, enabling flexible working arrangements, providing mental health support, and fostering open communication about wellbeing.

Leaders should model self-care practices and create an environment where taking care of oneself is valued and encouraged.

### Managers should

**Lead by example:** Managers should demonstrate healthy self-care practices, such as taking regular breaks, utilising flexible working options, and prioritising their own wellbeing.

**Check in regularly:** Hold regular one-on-one meetings where you discuss not only work-related issues but also the employee's overall wellbeing.

**Promote workload balance:** Ensure that employees are not overburdened with unrealistic workloads and provide support in prioritising tasks.

**Normalise taking time off:** Encourage employees to take their annual leave allocation and to take necessary breaks without feeling guilty.

**Be transparent and communicate clearly:** Keep employees informed about organisational changes, expectations, and available resources and supports to reduce uncertainty and anxiety.

**Invest in mental health resources:** Provide access to counselling, workshops, and training on mental health awareness.

**Create a positive work environment:** Foster a culture of support, respect, and open communication where employees feel comfortable discussing their wellbeing.

### For Employees

- **Prioritise breaks:** Encourage employees to step away from their desks, stretch, and take short breaks throughout the day.
- **Promote physical activity:** Encourage walking meetings, use of standing desks, and participation in wellness programmes and activities.
- **Offer flexible working:** Allow for flexibility in work hours and location to accommodate individual needs and preferences.
- **Provide mental health support:** Ensure employees are aware of, and have access to, mental health information and interventions.
- **Foster social connections:** Encourage social interaction and create opportunities for employees to connect with colleagues and build relationships.
- **Practice self-compassion:** Encourage employees to be kind to themselves, set realistic goals, and prioritise their own wellbeing.
- **Communicate openly:** Encourage employees to communicate any concerns or challenges they may be facing to their managers or HR.



TO DO LIST:  
1. SELF CARE  
2. SELF CARE



# Meet the team

In each edition going forward we'll be taking the opportunity to introduce you to one of our Wellbeing Consultants.

Stephen has been a senior wellbeing consultant with Lena since 2007. His experience includes 23 years in HR and training and development within the Northern Ireland Civil Service, delivering locally as well as across Europe.

Stephen's current work across all sectors involves the development, design and delivery of a range of people skills solutions, including customised programmes on leadership, change management, communication and health and wellbeing.

He also provides one-to-one coaching and mentoring, with experience in coaching senior management in leadership skills, as well as executive coaching in both the private and public sectors.



**Stephen is delivering our FREE July webinar on Personal Effectiveness - don't forget to register your place (link to book is on page 3).**

## Q&A with Stephen

### **1. How did you find your way into the world of training and consultancy?**

I had been a civil servant working in the HR field for six years when a vacancy notice appeared for a Staff Training Officer. I was younger than the other applicants, but I got the job and ended up training and coaching staff for a further 16 years. I successfully obtained my professional qualifications, and my Chartered Fellowship of CIPD, and in 2007, I began working for Lena. I couldn't imagine doing anything else now.

### **2. If you had to sum up your approach to wellbeing in three words, what would they be?**

Passionate, Organised, Flexible. While methods and approaches evolve, I still realise the need to put myself in a trusted position, so others feel enabled to engage and connect.

### **3. What types of training or services do you offer to organisations?**

As an Associate Wellbeing Consultant with Lena, I deliver virtual and onsite sessions of various lengths and sizes across all sectors aimed at all levels of staff on many important aspects of health and wellbeing.

I also coach staff including school principals, facilitate teams with Health and Wellbeing audits, and work with HR units on various people issues.

### **4. What can a company expect from a typical workshop or session with you?**

I tailor all my sessions depending on what the company requires. First, I like to establish the intended objectives for the workshop, so I can draft an agenda. I prefer my sessions to be interactive with time for reflection, analysis of theory, focusing on the next steps that lie ahead and personal review.

### **5. If you could offer one piece of advice to business leaders looking to enhance wellbeing or to further develop their teams, what would it be?**

I remember my grandfather telling me early in my career, "Get to know your people". Work is largely about relationships and communication. When we sincerely appreciate what each of us brings to the workplace as individuals, then we behave differently. It is people who make the team work – or not, and every organisation is made up of unique individuals.

### **6. What's one daily habit or ritual you swear by?**

I benefit most from a mindful minute (or two) every morning and in the evening when having my down time. Quietness, relaxation, some music or reading.

### **7. Is there a particular book, philosophy, podcast, or person that's really inspired your development journey?**

Dr Stephen Covey's 'Seven habits of highly effective people' and 'First things first' continue to provide wisdom, and John Maxwell's writings on leadership inspire me with their emphasis on personal action, personal support, and personal faith. Daniel Goleman's work on emotional intelligence and self-awareness is also important to me; I often refer to Goleman in my training delivery.



# August

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## August's FREE Webinar

**Topic: Yoga for the Stages of Menopause**

**When: Thursday 14<sup>th</sup> August 2025**

**12.00pm to 1.00pm**

Visit Enthuse via the link below to register  
(NB Maximum 500 places available)

\*Suitable for beginners to yoga

### Key objectives:

- Build confidence and resilience
- Gain a deeper understanding of your body and how to manage the effects of stress on the body and mind
- Learn about the physical, emotional and hormonal changes experienced during menopause

[click here to book](#)



## Welcome Onboard!

We'd like to extend a warm welcome to those new customers who have recently come onboard with Lena . We look forward to working with you, and to supporting your employees, throughout the rest of 2025 through to 2026!

- **Billings Design Associates**
- **CORU**
- **Louth Local Development**
- **St Vincent's Hospital Fairview**
- **Monaghan County Council**
- **Wexford Festival Opera**
- **Wood Innovations**



## Suicide is Preventable

World Suicide Prevention Day (WSPD) takes place each year on September 10 and this year's theme is all about **'Creating Hope Through Action.'**

Unfortunately, suicide remains a growing problem locally and globally, and the numbers tell a shocking story.

**According to the World Health Organization (WHO) every 40 seconds someone takes their own life. That's about 800,000 people worldwide every year — although some estimates put that number closer to 1 million.**

**Globally, suicide is the leading cause of death for people aged 15 to 29 and for every suicide that results in death, there are as many as 40 attempted suicides.**

Why marking World Suicide Prevention Day is important

### 1. Suicide affects all of us

Many people know somebody who has taken their own life or someone who has lost a friend or family member to suicide. WSPD is a time to reflect on the value of life and that no matter how bad things seem, there's always hope.

### 2. With awareness comes action

One of the main goals of WSPD is 'to increase awareness about suicidal behaviours and how to effectively prevent them,' according to WHO. Knowledge makes us more sensitive to the issues in our society and less likely to stigmatise or generalise.

### 3. It shines a spotlight on mental health issues

WSPD is a reminder that society needs consistent and increasing advocacy for mental health resources so that people struggling with poor mental health can find the help they need.

### 4. It reminds us that suicide is preventable

Suicide is a major cause of premature death on the Island of Ireland. However, most suicides are preventable with appropriate support and interventions. Many suicides are impulsive moments of crisis associated with significant life events. For example, people struggling with isolation, relationship breakdown, financial problems or work pressures. It can also be linked to pre-existing (diagnosed and undiagnosed) mental health conditions.

## What can Workplaces do?

Prevent and reduce stress from work and be mindful of both work and non-work factors.

Offer flexibility and support such as:

- Adjusted hours for appointments
- Time off for legal or medical needs
- Guidance to services like GPs or employee assistance programmes (EAPs)

Promote good mental health by openly discussing it (directly on a one-to-one basis but also within teams), reducing stigma, and staying connected with remote workers.

Address triggers like bullying, harassment, discrimination, or major changes (e.g., restructuring, redundancies).

Support those with existing conditions – for example a mental health condition. Ask them how you can best support them.

Control access to potentially dangerous items for those you know, or suspect, might be at risk of self-harm.

### If you suspect someone is suicidal:

Encourage them to seek support from professionals, trusted individuals, or helplines like Samaritans.

### Signs someone may be struggling:

- Mood swings, isolation
- Sleep/eating pattern changes
- Low energy, neglecting self-care
- Risky behaviour, substance use
- Increased irritability
- Talking about suicide or giving away possessions

### After a suicide or self-harm incident:

Support affected colleagues with counselling and/or consider initiating a Critical Incident Stress Management (CISM) response.

### Post-incident:

Review your workplace risk assessments and ensure others aren't experiencing similar pressures.

### An important reminder:

Managers, directors, owners, CEOs etc are also employees. **Make sure to look after them (and yourself) too.**



# Follow us

Our LinkedIn and Instagram company pages are a great way to stay up to date with all that Lena is saying, doing, and offering - scan the QR codes below.



Below are examples of our recent posts in support of Mental Health Awareness Week, National Workplace Wellbeing Day, and PTSD Awareness Month.

This quarter (July-September) we'll be producing shareable content on our socials in support of:

**Alcohol Awareness Week, International Self-Care Day, Happiness Happens Month and World Suicide Prevention Day** so make sure you're following @lenabyinspire on LinkedIn and Instagram.

## September's FREE Webinar

**Topic: Managing the Inner Critic**

**When: Thursday 18<sup>th</sup> September 2025**

**12.00pm to 1.00pm**

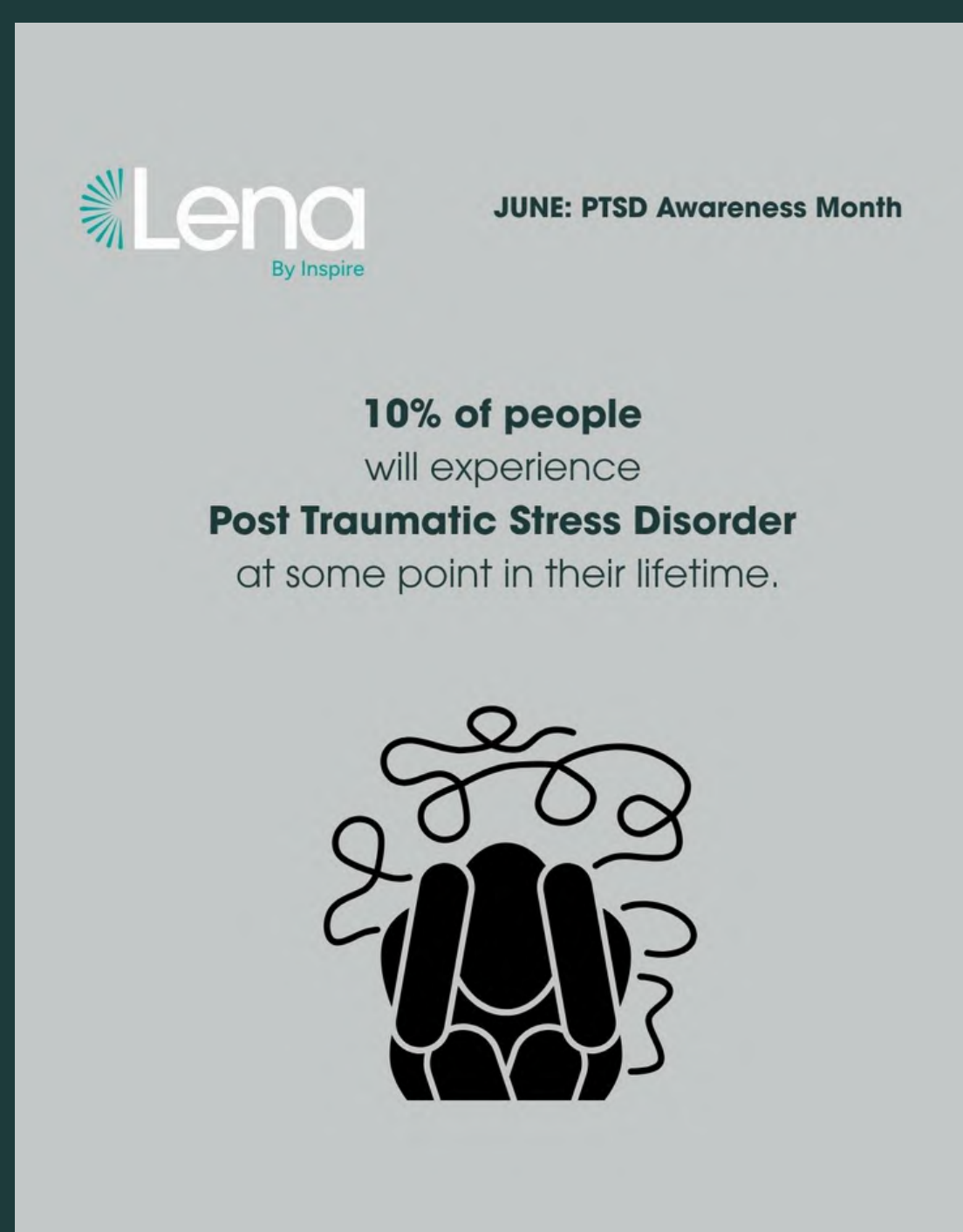
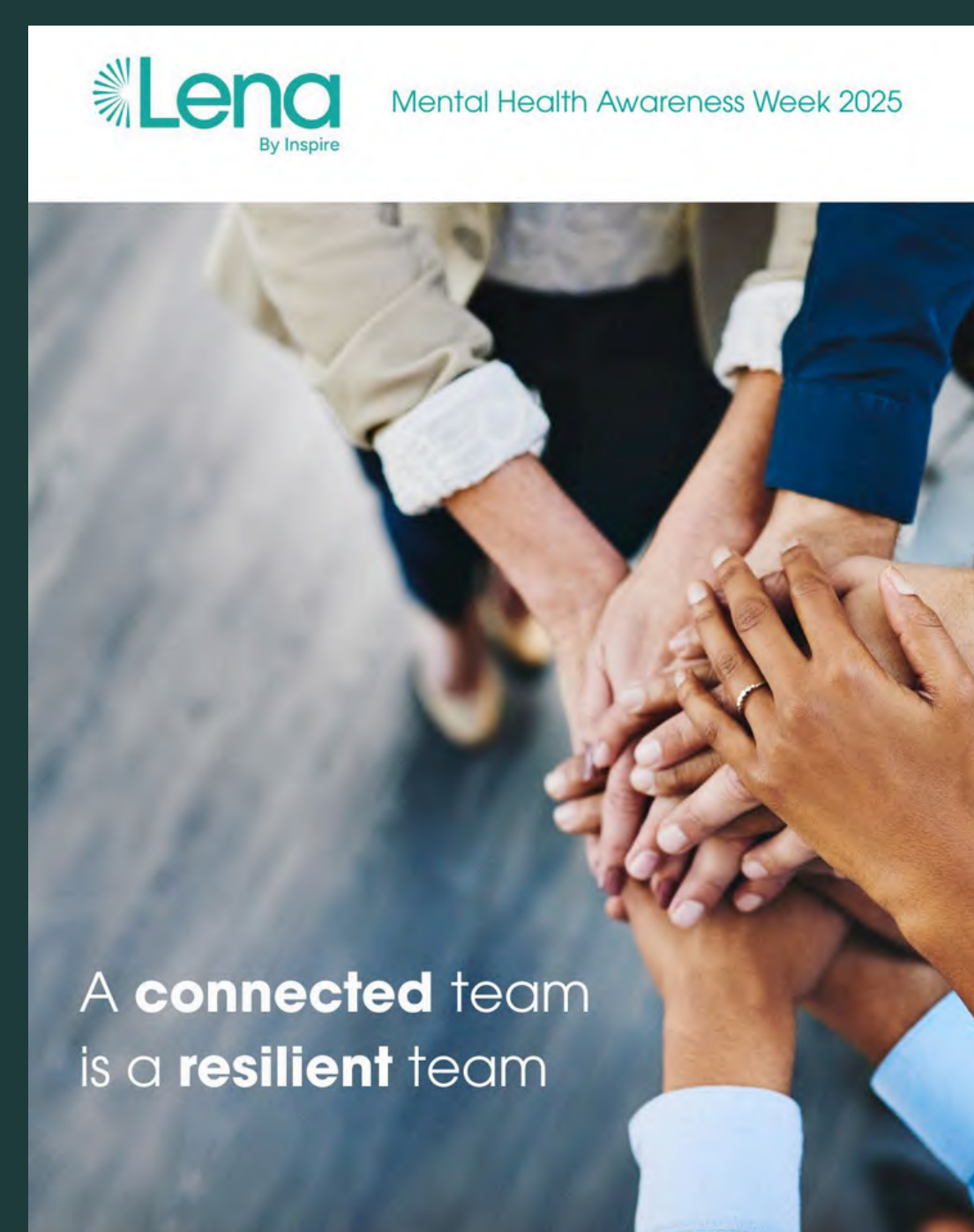
Visit Enthuse via the link below to register  
(NB Maximum 500 places available)

Often we can be our own worst critic, especially in a work capacity.

### Key objectives:

- Gain an appreciation of the impact of the inner critic
- Meet and get to know your inner critic
- Learn how to manage your inner critic
- Learn tools to quieten your inner critic

[click here to book](#)



If you've any queries or issues please don't hesitate to get in touch with us, and don't forget to visit our website for more information on the broader range of services we offer, and how they might benefit you, and your staff.

[contact us](#)

[visit our website](#)