

Sonia Funk R.N.T.

o Corporate Wellness & Culture

o Speaker o Coach & Trainer

Absenteeism is a rising problem costing Canadian employers \$16.6 billion every year.

When one in four Canadians are leaving their jobs due to stress, disability leave is taken by one in five, and **#quietquitting** starts to trend, talent retention becomes difficult. In the past, the destructive costs of presenteeism were difficult to measure and tended to go unnoticed by an organization until it's too late. Sonia sees "Quiet Quitting" as 2019's presentism and disenchantment raised to the power of a two year stress injury, commonly referred to the pandemic. Considering numbers and events like these, prioritizing the reduction of absenteeism, disability and presenteeism are clear goals that would benefit any organization.

Well-intentioned wellness programs often fall short. Culture goals tend to fall flat. The majority of workers don't change their behaviour even when given incentives or encouragement to do so.

Why? They haven't been given a deep understanding of the root causes of the current state of physical and mental health. No one has explained to them why it's so hard to make 'good' decisions and how to get around that block. Sonia understands that your employees are overwhelmed with their own day-to-day lives as it is. They are not interested in feel-good challenges for their nutrition, walking, or drinking more water, which have only about a 10% participation rate. She also knows that a one-time "lunch-and-learn," which doesn't offer a better question and a perception shift, doesn't even get in the first ear anymore.

Sonia can give your audience powerful insights into the 'Why' and the 'How' of improving all aspects of their wellbeing. Combining keen observational skills with an unusual and uplifting common sense, Sonia has an extraordinary talent for identifying and explaining the root causes of productivity-draining ailments and environments. She amplifies her effectiveness by flooding a room with a sense of non-judgement and heart-centred perspectives. Her calls to action are full of empathy and realism. This is how she inspires an authentic change in trajectory.



thewholeavocado.com

Sonia would love to hop on a call to discuss how she can help you and your team

Book a discovery call with Sonia

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Talk One **It's Not Your Fault**

Exploring illness vs injury

We are all surrounded by triggers, instigators and compounders of stress, anxiety and depression in our daily lives. They are everywhere. In the news, on our dinner plates, in our morning mugs, in our homes, at school, in our relationships, on the road, at work, in our email. Some of the most powerful triggers shine out to us from our phones and are hidden within our own digestive tract and immune system. They can be camouflaged by “positive thinking” that is based in avoidance – but also magnified by “negative thinking” that is not constructive. Sonia sees the rise in mental health issues in our society as an outcome, not as a condition to be treated in isolation.

Due to our personal histories, our genes and our environment, some of us are more susceptible to the heavy load that all of these factors place on our minds and our bodies. Sonia sheds light on factors such as stress, food, our microbiome, social media, and relationships. In true Sonia style, she does it in a way that leaves you with the most incredible relief. It is not your fault that you feel stressed out all the time. And, you can actually do something about it.

Talk Two **The Biology of Safety**

A new way to assess risk

In The Biology of Safety Sonia takes stress, health and lifestyle choices, into the context of safety. She speaks to the physical impact of stress, on a body that is not supported by a balance lifestyle, leads to the breakdown of specific body systems, which upend mental health and create additional symptoms and illness.

By the end of this presentation the audience will have a deep understanding of

- How daily stress and lifestyle choices impact our body and brain function
- How that function alters our neurotransmitters & hormones
- How those imbalanced chemicals in the body have a direct impact on safety.

Educating employees on how this acts out in their daily lives could potentially save as many lives as a hardhat. In addition, educating leaders on biological red flags to watch for will help them assess a whole new dimension of risk.

“In a day and age when your employees are going to be working for you longer than you ever meant for them to, with more health conditions than we have ever seen before, this kind of intervention is also the prevention you are looking for.”

- Sonia

Talk Three **Food & Your Mood**

The story of what has happened to our food supply matters more in understanding our health today than anything else. It contains the collective answer for how and why we have become so sick and tired.

Highlights of this foundational seminar:

- With some help from Sonia the audience will reconstruct the “race up superfood mountain” to prove to themselves that there is no such thing as “healthy food.” Something is either food, or it’s not food – this makes navigating nutrition much easier.
- Sonia will lift the veil of marketing and ‘nutrition’ studies in a way that you never allow them to confuse you again.
- Health issues discussed in this in the context of this seminar include fatigue, digestive issues, cholesterol, and brain health.

Talk Four

Burnout

The fire is real

“New research shows that more than one-third of all working Canadians are feeling burned out.”

- Canada Life, 2022

Burnout is complex, impacting every part of who we are and how we live and work.

So what is it exactly? How does it correlate to Mental Health? What are the physical health implications? How do I know I have it? How do I stop it or heal it?

Sonia likes to bring simplicity to complicated problems. She has taken this highly misunderstood & speculated state of humanity and distilled it down into a cause and effect that makes sense. A highlight in this learning is conceptualizing prevention and intervention as the same thing in the realm of burnout.

In this session Sonia will ease self-blame by demonstrating:

- how the events in our lives and the world we live in, naturally lead us towards burnout
- a simple yet revelatory understanding of the basic biology behind all the symptoms and feelings involved and what they mean
- the role of healthy personal boundaries (*or lack thereof*)

Tying it all together she then gives the audience a practical framework for:

- Avoiding the Hard No (*slowing down pending burnout*)
- Healing the Hard No (*recovery if you are already there*)

Talk Five

#Notanotherhashtag!

#psychologicalsafety #diversityandinclusion #mentalhealth #culture #wellness #thegreatresignation #emotionalintelligence #burnout #consciousleadership #quietquitting #empathy #equality

It's overwhelming, isn't it?

Sonia believes that having a separate strategy for each of these issues in your organization is a waste of company resources and time. If it was working, then it would be working. The obvious solution is to understand the lynchpin, one that connects all of these hashtags together. Sonia is a master at shedding an empathetic and practical light on these issues, simplifying them into an interconnected and efficient strategy. She believes that better questions illuminate better answers. In this session she delivers those questions. By the end of this revelatory presentation, you will feel relief - relief that comes from a new sense of direction for dealing with issues facing leadership today.

“Sonia is as real and genuine as they come. She really impacted my team - one team member described the sessions as the best and most real wellness experience she has had in her 20+ year career.

Sonia's practical tips, experience-based story telling and science-based approach, are all really helpful in taking a step forward on your personal wellness journey.

I'd recommend Sonia to facilitate your next wellness session”

- Seth Anderson
Director CCT
TELUS

“You did a fantastic job at unpacking a very complex and tricky subject and made it very understandable and meaningful to myself and I'm sure everyone else in the audience. I want to extend a very heartfelt thank-you and appreciation from all of us for sharing your time and expertise with us today, it was very powerful and insightful message indeed!”

- Quintin Phillips
Health & Safety Coordinator
Maple Reinders