



# Organizational & Employee Solutions Guide

Employee Assistance Programs	Executive Coaching & Support	Training & Education	Consulting
<p><b>Productivity for Organizations. Well Being for Individuals.</b></p> <p>Comprehensive services to help employees, their families and organizations deal with work and life challenges.</p> <ul style="list-style-type: none"> <li>• Face-to-face counseling sessions with experienced behavioral health consultants</li> <li>• Unlimited telephonic counseling available any time of the day or night, every day of the year</li> <li>• Unlimited telephonic management and supervisory coaching and counseling</li> <li>• Support for supervisors making performance-based referrals</li> <li>• Chemical use assessments</li> <li>• Telephonic nurse peer coaching</li> <li>• Legal and financial consultation, discounts, tools and referrals</li> <li>• Member portal with articles, links, videos, audio files, self-paced training modules, self-assessments, calculators, tools and more</li> </ul> <p>Aggregate utilization reporting and best practice guidelines to help organizations maximize their investment in employees and drive productivity.</p>	<p><b>Business Leadership Development</b></p> <p>Corporate executives need strong leadership skills to effectively lead organizations in these challenging times. Designed to give leaders the tools they need to be effective in building and leading productive teams. Senior consultants provide up to 6 hours of coaching and consultation over a 3 month period to include:</p> <ul style="list-style-type: none"> <li>• Executive Coaching</li> <li>• Counseling</li> <li>• Mentoring</li> </ul> <p>Program can be purchased by:</p> <ul style="list-style-type: none"> <li>• Individuals</li> <li>• Organizations</li> </ul> <p>Objectives vary and are assessed at the start and end of the engagement:</p> <ul style="list-style-type: none"> <li>• Leadership development to support career goals</li> <li>• Coaching for lifestyle changes to cultivate well being</li> <li>• Coaching for resiliency and prevention of stress &amp; burnout</li> <li>• Management skill building to strengthen communication skills and conflict resolution</li> <li>• Strengthening cultures &amp; cultivating healthy work styles</li> </ul>	<p><b>Informational sessions to cultivate workplace well being, teaching best practices around:</b></p> <ul style="list-style-type: none"> <li>• Managing personal and professional relationships</li> <li>• Team building</li> <li>• Conflict resolution and mediation for work teams</li> <li>• Managing organizational change</li> <li>• Manager and supervisor coaching</li> <li>• Time management</li> <li>• Work and life balance</li> <li>• Dealing with stress and burnout effectively</li> <li>• Developing behavioral policies</li> </ul> <p>Also custom topics to fit the needs of any organization.</p> <ul style="list-style-type: none"> <li>• Available via webinar or in person</li> <li>• Conference &amp; Convention Keynotes</li> </ul> <p>Training led by behavioral health consultants with experience in adult education across a variety of workplace settings</p>	<p><b>Each organization is unique in its challenges. Custom consulting is available to address organizational issues and build pathways to well being for teams, departments and entire organizations, including:</b></p> <ul style="list-style-type: none"> <li>• Facilitation &amp; Mediation</li> <li>• Cultural Renewal</li> <li>• Leadership Development and Coaching Strategic Visioning/ Planning</li> <li>• Well being Assessments             <ul style="list-style-type: none"> <li>• Stakeholder Interviews</li> <li>• Organizational Surveys</li> </ul> </li> <li>• Custom Solutions to address issues such as:             <ul style="list-style-type: none"> <li>• Culture</li> <li>• Communications</li> <li>• Conflict</li> <li>• Critical incidents</li> </ul> </li> </ul> <p>Productivity goals can be more easily achieved with engaged employees and productive teams. Programs designed to meet overall organizational goals.</p>

VITAL WorkLife offers a wide variety of integrated solutions designed to help employees be healthier, happier and more productive while on the job. Supportive counseling and coaching are at the core of all our services to help managers, supervisors, employees and their families cope with life's challenges, both in their personal lives as well as the workplace.