



FEDERAL OCCUPATIONAL HEALTH

The EAP Consultation and Management Coaching Resources for Managers

Supervisors and managers can face many professional challenges. The Employee Assistance Program's Consultation and Management Coaching programs are specifically designed to assist with supervisory issues such as:

- Motivating your workforce
- Helping your team meet its goals
- Dealing with ongoing organizational change
- Enhancing your communication skills
- Finding ways to improve employee work performance
- Developing your leadership skills to meet the challenges of a rapidly changing workforce

What are the benefits?

- Available 24/7 – you can call the EAP 24 hours a day, 7 days per week, 365 days a year
- The EAP is a professional service that provides problem solving, coaching, information, consultation, counseling, resource identification, and support to all employees
- The EAP works in partnership with managers to complement and enhance your strengths
- The program helps improve productivity, morale, and employee motivation by providing timely support to both managers and employees
- The EAP is designed to help you with any concern or issue
- The resources of the EAP are available for you, as a manager and an employee, whether you have a personal issue or a management-related concern
- The EAP is completely confidential in accordance with state and Federal laws

What is Consultation?
Consultation is usually associated with a specific problem or concern. It generally involves a one-time meeting or discussion with an EAP professional. Examples include making an EAP referral (for an employee), addressing work performance, or dealing with organizational restructuring. The EAP and the manager identify potential solutions around these concerns. Supervisors and managers at all levels are eligible to receive confidential consultation from the EAP.

What is Management Coaching?

Management coaching has a different focus. This non-clinical approach helps leaders maximize their personal and professional potential. It is designed to assist supervisors and managers so they can improve their performance—and enhance the quality of their lives. This is done by focusing on the manager's strengths, promoting self-awareness, and providing support to enhance the skill and resources already present.

Meetings with a professional coach can help managers develop solutions that lead to positive change. Coaching usually involves several appointments. All coaching appointments are voluntary and confidential. Simply put, coaching focuses on developing leaders and growing their performance.

The Consultation and Management Coaching programs provide the opportunity to enhance your strengths and maximize your potential. Contact the EAP to learn more.

"A popular employee died suddenly on the job. My section was devastated. I contacted FOH's EAP and they sent a counselor to meet with our group. The counselor was great. He helped our people really deal with this loss. I don't know what we would have done if he were not there. I highly recommend this service."

Federal Manager

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EAP
We care, just call.