

Employee Turnaround Interventions



Reasons for an enhanced management referral can include:

- Declining performance
- Disruptive management
- Policy violations
- Excessive absenteeism
- Substance abuse
- Workplace conflict
- Racial or religious bias
- Sexual harassment



90%

Success rate after an administrative referral is complete

AN INVESTMENT IN VALUED EMPLOYEES SUCCESS

An enhanced management referral to National EAP is a catalyst for positive change in an employee's life. It is intended to help the employee develop insights into offending behaviors, resulting in an acknowledgement of changes they need to make. Our team of skilled counselors encourage engagement and motivate participants towards resolve and self-reflection. We help employees embrace this opportunity to evolve and realize their full future potential in their workplace.

CREATING A ROADMAP FOR SUCCESS

National EAP executes a multi-step, intensive one-on-one process that starts with a candidate assessment. This is followed by ongoing EAP counseling, community-based referrals (as needed) and monitoring. Bi-weekly reports are provided (with member consent) to the organization, documenting employee attendance, compliance and progress. A well-timed Enhanced Management Referral of an employee with a performance challenge frequently results in restoring calm in the workplace, reduces needless turnover and avoids disability claims. Importantly, it also helps protect the organization from potential liability.

WE GO THE EXTRA MILE

While other EAP's only confirm attendance as part of an enhanced management referral, we consider it our responsibility to drive outcomes. For National EAP, this is a partnered process centered on ongoing communication confirming progress and compliance as well as attendance while also remaining HIPAA compliant for your employees privacy. We stay in close contact to make sure there is tangible improvement over time. We also coach your HR team on the most effective ways to address specific issues. Critical to this process is an ongoing, continuous loop of communication among all parties: HR, National EAP and the employee. This highly collaborative process is refined over time to ensure the best possible outcome.

Replacing otherwise good employees is expensive and often unnecessary. A solid employee turnaround intervention is a cost-effective, proven way to retain good employees who have addressable issues.

Contact us today!



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