



EAP & LEADERSHIP TRAINING

Recently one of my employees, upon my recommendation, was promoted to be my assistant supervisor. Now he appears to struggle in the leadership role... He isn't taking the initiative, doesn't speak with confidence, and is not decisive. Can the EAP help? Should I suggest workshops or other training where supervisory skills can be learned?

Step one is to provide your assistant with feedback specific to precise incidents where he failed to step in and lead. Perhaps there is a lack of knowledge and know-how, or these behaviors may stem from different dynamics. If the problem persists, even when you have provided very specific feedback, an EAP referral is a good starting point. The EAP professional is prepared to assess and develop solution plans. Misunderstood expectations, the newness of the role, work climate dynamics, varying concepts of leadership, etc. may surface in the EAP assessment.

Certainly, at this point, a formal 'good faith' referral to the EAP is in order. Accompanying a formal

EAP referral is the 'release of information' form allowing you to be notified that the employee is following through with the EAP. Many Connections EAP service plans do provide Leadership Orientation (see side bar) and/or Leadership Development training. These classes are specifically designed to provide leadership knowledge and skills. You can discuss these possibilities with your HR/management team, and you can check the leadership resources at www.connectionseap.com or call 800.779.6125. You are to be commended for 'tuning in' to the needs you have identified.

Written by: Andy Visser

Leadership Orientation Training - Session B

Tuesday Aug. 13, 2024

9:00am - 11:30am

Pre-register by:

Aug. 1, 2024

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online:

www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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