



Organization Solutions Guide



In the past decade, there has been an increase in stress and anxiety among working adults due to both work and life stressors. Now more than ever, organizations need holistic solutions to support the well being of their employees. We offer a variety of solutions to help you recruit, engage and retain happy, healthy and productive employees and improve organizational well being.

Employee Assistance Program (EAP)

Comprehensive behavioral health resources to support employees and their families with the personal and professional challenges they face. Our EAP includes:

- **Face-to-face counseling** and **unlimited in-the-moment telephonic counseling** for employees and their families.
- **Nurse Peer Coaching** and **Educator Peer Coaching** offers confidential, one-on-one telephonic sessions with a compassionate listener who has walked in their shoes and understands the challenges they face.
- **Formal Referrals** for chemical assessments, performance-based referrals and our unique return to work coaching program.
- **VITAL WorkLife App** offers mobile access to resources at anytime, anywhere.
- **Online resources**, including well being articles, seminars, eLearning courses and more.
- **Legal** and **financial** consultations and resources.
- **Manager** and **supervisor resources**, including telephonic coaching and consultations.
- **Program Engagement Support** includes our strategic implementation guide, regular reporting and Digital Engagement Hub with resources to promote your EAP internally.

Fee-for-Service Solutions

Our fee-for-service solutions can support your workplace well being, organizational issues and be a supportive resource in crisis situations. Our transactional offerings for organizations include:



Training & Education

We offer training and education programs for all levels of the organization. Sessions can be conducted in person or via webinar. Trainings can include:

- Well being topics such as workplace bullying, achieving work/life balance, managing stress, intergenerational teams, change management, staying calm in emotionally charged situations, diversity and inclusion and conflict resolution.
- Additionally, we customize workshops to fit the unique needs of your organization.



Consulting

We offer custom consulting solutions to address the unique challenges of your teams, departments and organization as a whole, including:

- Cultural renewal, facilitation & mediation, leadership development, well being assessments, team dynamics, change management, conflict, communications, organizational culture and behavior, project and meeting management.



Critical Incident Response

Following a disruptive event, we can provide onsite resources and counseling for organizations and individuals who are suffering. With a nationwide network of counselors in a wide range of specialty areas, we can be onsite quickly to support your employees.

Why VITAL WorkLife?

- Access to a behavioral health consultant over the phone anytime, day or night.
- We take a holistic approach to well being to address an individual's emotional, relational, physical, professional, financial/legal and spiritual well being.
- National network of over 62,000 consultants who have master's or doctorate level degrees.

We help organizations, teams & individuals to be their best.

VITAL WorkLife, Inc. is a national behavioral health consulting practice supporting all dimensions of well being in the workplace. For over 35 years, our proven solutions have helped to reduce workplace conflict, facilitate culture change, strengthen interpersonal communication and build well being.

Interested in learning more about our well being solutions for organizations?

Visit us online at [VITALWorkLife.com](https://www.VITALWorkLife.com) or contact us at **800.383.1908**