



AVERA

EMPLOYEE ASSISTANCE PROGRAM

Core Training Offerings

DRUG-FREE WORKPLACE

Recognizing and responding to various forms of substance abuse

- Reasonable Suspicion
- The Impaired Employee
- Substance Abuse Education for Employees

WORKPLACE DIVERSITY

Leveraging the differences to shape culture and better business outcomes

- Diversity in Inclusion
- Working Styles
- LGBTQ Inclusion in the Workplace

LEADERSHIP DEVELOPMENT

Understanding the opportunities, responsibilities, and challenges involved in leadership

- Transitioning from Peer to Su-PEER-ior
- Leadership At All Levels
- What Kind of Leader do You Want to Be?

HARASSMENT PREVENTION

Define and describe all forms and behaviors of harassment and bullying, the effects, and the steps to mitigate it

- Harassment Awareness and Prevention
- Bullying in the Workplace
- Dealing with Difficult People

STRESS MANAGEMENT

Managing our available energy each day, and using it according to our priorities

- Enhancing Work-Life Balance
- Stress Management for Critical Times
- Prioritizing Well-Being

TEAM ENGAGEMENT

Simple and effective techniques for becoming a better all-around team contributor

- Emotional Intelligence
- Maximizing Communication
- Navigating Difficult Conversations

RESPECTFUL WORKPLACE

Building leadership skills to manage employee behaviors that can create a multitude of issues

- Creating a Respectful Workplace
- Effective Conflict Resolution
- Assisting The Troubled Employee

For further information, please call 605.322.4069