



Support for your Organisation in Times of Change

During times of change your team may need specialised support from EAP Services to manage the process. This could be around supporting the steps of a restructuring process, building resilience in your workforce or providing support as they move into new roles.

We have an extensive range of support options which can be provided virtually or in person and can be tailored to your specific needs and budget. Our consultant will assist you to find the most suitable option for your situation and will support you to implement it in the way best designed to succeed. All programmes are run by an experienced facilitator with appropriate training and skills and can be customised to suit you.

Managing stress and building resilience workshops

This can be run as a 2 hour or 1/2 day workshop. Both sessions include building an understanding of causes and impacts of stress through the completion of an Assessment Questionnaire, how to recognize the warning signs of stress and how to tackle it through the building of resilience strategies.

The longer session includes additional help around recognizing sources of stress, both at work and home, how to communicate effectively and how time management could help manage stress.

Costs:

2 hour **\$2,000 - \$2,800+GST**
per workshop

Half day **\$3,000+GST - \$3,800**
per workshop

Management development session

A customised 2.5-hour session designed to provide Managers and Team Leaders with strategies to assist them in leading and motivating their teams during times of uncertainty and change.

It is recommended that the sessions are predominately unstructured to provide participants with the opportunity to raise key issues relevant to their teams and obtain strategies to enable them to implement effective solutions.

Participants will be provided with a Manager's Resource Kit for future reference which covers the topics discussed around managing change and performance as well as tips and techniques for supporting you and your team through transition.

Costs: **\$3,800+GST - \$4,500+GST**

Managing in times of uncertainty and change workshop

A 2.5-hour interactive workshop for Managers designed to assist them in the leadership of their team during times of uncertainty and change.

It covers the effects and challenges associated with change for both the teams and manager and helps identify appropriate responses during the different phases of transition.

Costs: **\$3,200+GST - \$3,800+GST**
per workshop

Onsite and individual counselling during a restructure process

On the day, or around a restructure announcement, our EAP counsellors can support you through our regular onsite 'trauma' process. On-site counselling provides affected employees with the opportunity to discuss any concerns they may have about the process, or the way they are coping with it.

Costs: **TBC**

All pricing is based on the workshop chosen and number of attendees. If an in-person presentation is required the cost of travel and accommodation will be additional to the listed fee. Listed fees also exclude venue hire, refreshments, equipment hire and other incidentals.

Coping in times of uncertainty and change workshop

A half day interactive workshop, designed to assist employees to develop their own personal coping strategies in times of uncertainty and change.

It helps identify issues rated to change, recognises how people react differently throughout the cycle of change and looks at individual coping styles. At the end of the workshop everyone will have an action plan to help them deal with the stresses and outcomes of change.

Costs: **\$3,500+GST - \$3,800+GST**
per workshop

Disestablishing roles and redeployment support

In the difficult situation where you may need to redeploy or disestablishing roles, we have a series of workshops to help your team prepare for the future. Please contact us for further information.



0800 327 669 | www.eapservices.co.nz