

TriHealth EAP presents

2020 Supervisory Series

Supervisors Guide To Substance Abuse

This program focuses on skill-building training for supervisors and how to cope with drug or alcohol abuse in the workplace. The topics covered include the most commonly abused drugs and signs of their use, the reasonable suspicion process, and how the supervisor can respond to specific situations in conducting the reasonable suspicion process. This training satisfies the supervisor training requirement for the Ohio Bureau of Worker's Compensation's Drug-Free Safety Program.

Leading Change in the Workplace

Organizations must change in order to be successful in today's business climate. While leaders are often focused on the end results it is still human nature to resist change. Change can be stressful, even in the best situations. This program will assist managers in understanding the impact change has on their employees and learn strategies to engage and support their employees through the change process. The end result can be a positive outcome for the manager, their employees and the organization.

Violence in the Workplace

No workplace can be completely safe from the potential for violence. However, the more we understand warning signs and risk factors, the better we are able to significantly reduce the risk of workplace violence. This training will focus on identifying the risk of potential violence in the work setting, learning to distinguish between the four types of workplace violence, developing knowledge of prevention strategies including risk assessment, and learning how to best respond to a potentially escalating violent workplace incident.

Strengths-Based Leadership

We used to believe that a good leader was a well-rounded person: someone who had built up their weaknesses and successfully mastered a variety of skills. Now, thanks to a 30-year study by the Gallup organization, we understand that the most effective leaders understand how to utilize their strengths and the strengths of others. This training explores leadership from this strengths-based perspective. It will examine why people choose to follow a leader, and discuss the 3 keys to being a more effective leader.

