

WORKPLACE BEHAVIOUR COACHING

EAP Plus

WHAT IS EAP PLUS?

Converge International provides your staff with access to our EAP services via our 1300 687 327 phone line. We call this 'self-referred' because your employee makes the call themselves to access the service.

Sometimes an employee may need further assessment or support beyond that provided under your EAP. This is where the EAP Plus service may offer an ideal solution. You may elect to refer staff to Converge International for a range of manager-referred wellbeing assessment and support services.

In this flyer, we will introduce EAP Plus Workplace Behaviour Coaching.

WHAT IS EAP PLUS WORKPLACE BEHAVIOUR COACHING?

When a staff member's work performance falls below expected standards, or their employment status is at risk, intervening with intensive workplace coaching can help them to get back on track by addressing specific performance gaps or working towards specific goals determined at the time of the referral. Workplace Behaviour Coaching is delivered by a highly skilled Converge International consultant. It is a supportive intervention that aims to assist employees to improve their work performance and may be used when an employee's ongoing employment is at risk.

While not directly related to a formal performance management process, the program is designed to address:

- Absenteeism, ongoing lateness or general tardiness when delivering work
- Concerns around quality or quantity of work
- Safety concerns

- Erratic, disruptive or negative workplace behaviours
- Personal issues impacting on workplace performance
- Communication style or workplace relationship issues with other staff
- Other work performance issues

The process usually involves the consultant working with the employer and employee to set objectives and to build a coaching plan aimed at systematically addressing these goals.

HOW DOES WORKPLACE BEHAVIOUR COACHING SUPPORT YOUR STAFF?

Working with an independent third party can assist under-performing staff by providing insights into the ways their workplace conduct or behaviour may be negatively impacting on their work performance. Employees are encouraged to take responsibility for their performance and behaviour to ensure a long term improvement is achieved.

HOW CAN YOUR STAFF ACCESS THIS SERVICE?

As this is an 'EAP Plus' service, all staff accessing Workplace Behaviour Coaching will be referred by their employer. All staff attendance and participation in this program is voluntary. An online referral form can be accessed here:

www.convergeinternational.com.au/EAPPlus

LEARN MORE ABOUT CONVERGE INTERNATIONAL'S EAP PLUS SERVICES

You can find out more about EAP Plus services by speaking with your Converge International Client Relationship Manager.



MORE
INFORMATION

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