

TriHealth EAP presents

2019 Supervisory Series

Supervisor's Guide to Mental Health

Mental health problems often appear in the form of employee performance issues, either affecting the quality of work, attendance, behavior or relations with co-workers or supervisors. This training is designed to help supervisors understand the impact of mental health problems in the workplace and will include instruction on how an effective supervisor can assist employees in an appropriate manner.

Workplace Harassment Awareness

In today's society, Supervisors need to play a strong role in creating and maintaining a respectful workplace. To accomplish this, Supervisors need to have a good awareness of how harassment can manifest in the workplace and what a Supervisor's responsibilities are when harassment occurs. This training focuses on:

- Defining Workplace Harassment, including the protected classes and the definition of a "hostile work environment"
- Describing proactive measures a Supervisor can take to prevent workplace harassment
- To discuss the Supervisor's responsibilities in handling a complaint of harassment

Stress Management for Supervisors

Supervisors with their multiple responsibilities and daily challenges can often find themselves in a highly stressful environment. This program will explore what supervisors can do to manage their own stress and also create a positive and less stressful work environment for employees. The goals of this training are to gain a better understanding of supervisor stress and its effects, and to identify strategies to deal with workplace stress, including effective conflict management and managing difficult employees.

Difficult Conversations

"Difficult conversations" happen all the time, in the workplace. Giving feedback to an employee, conveying unpleasant news, and working through company change are just a few examples. Effectively managing these conversations requires certain skills. This training focuses on:

- Describing the components of a "difficult conversation"
- Describing the key elements necessary for a good dialogue;
- Instructing how to conduct a "crucial conversation" in a productive and positive way



TriHealth
Corporate Health

TriHealthEAP.com | 513 891 1627 | 800 642 9794