



What can the Office of Workforce Wellness do for You?

Support services when behaviors or emotions affect the workplace. We provide support for:

- ✓ Minimizing risk and supporting workplace effectiveness and dignity.
- ✓ Guidance for referring employees for personal counseling, work life balance services, behavioral support and/or trainings.
- ✓ Developing strategies that will increase the likelihood of successful referrals.
- ✓ Serve as a liaison between employees and HR/Managers.
- ✓ Full service employee and manager assistance programs are available to you.

Consult with us when:

- ✓ You want fresh approaches to persistent team morale problems
- ✓ You're concerned about your team's response to disturbing news
- ✓ You feel drained by a specific problem and you want new ideas and energy to proceed
- ✓ You wonder if you've become too involved with an employee's situation and you need perspective
- ✓ You want to address workplace conflict effectively
- ✓ You're uneasy about how to speak with an employee about work performance concerns

SUPERVISOR SUPPORT

Critical Incident Coordination	Helps agencies effectively respond to and recover from critical events where there is need for immediate and active support.
Employee to Manager Conflict	Coaching supervisors and employees to effectively manage conflict and prepare for difficult conversations.
Worksite Consultations	Our consultations are private meetings with supervisors, managers, HR, or anyone concerned about awkward/difficult workplace behavior. Whether by phone or in person, we can help clarify issues, goals and strategies, and provide leadership coaching. Consultations include several perspectives, such as individual behavioral health, organizational effectiveness, and strategic communication. Contact eap@mt.gov or call 406-444-1345 to schedule an appointment.
Managing Behavioral Risk	Assessing sensitive situations and coaching managers through specific intervention strategies including mandatory referral process.
Human Impact of Change	Anticipating or responding to the emotional impact of transitions or disruptions, and the timing and style of communications.
Referring Employees to the EAP	Coaching supervisors to effectively manage and intervene with employees for successful referrals for individual EAP services.

Training

Resilience	This confidential training and coaching program provides the opportunity to learn how to manage stress and tough situations better.
Live & Recorded Webinars	Customized trainings to match your agency needs
RBH YouTube Channel	Available at https://www.youtube.com/user/TrainingsFromRBH/videos
Consultation	Coaching to effectively manage performance. We help clarify issues, goals and strategies, and provide leadership coaching.
Suicide Prevention	Prevention/Depression Awareness Training & Campaigns