

Stability from Nurtur Performance

Programs

- Integrated Life Stage Support + EAP
- EAP
- Critical Incident Management

Program benefits

For employers

- Enhance appropriate utilization of services
- Reduce absenteeism
- Enhance employee performance
- Ensure business continuity and mitigate risks
- Integrated approach

For employees

- Confidential, caring, professional support
- Clinical concierge service
- Comprehensive referrals to trusted resources
- 24/7/365 availability

expect more from your EAP

Employee assistance programs have been around for a long time. The goal is to provide a positive support for employees to prevent and address problems that adversely impact workplace performance or risk.

The problem is, many times employees facing hardship or crisis are unaware of available resources or are reluctant to use them. The stigma and fear associated with reaching out for help gets in the way. **Stability** from Nurtur® breaks down these barriers with an integrated, people-centered approach.

Put yourself in your employees' shoes. When you have a personal situation or family crisis, who do you turn to? Would you call your EAP, someone you've likely never spoken to?

Probably not. Instead, your first call would likely be to someone you trust.

Stability Integrated Life Stage Support + EAP is a program that has achieved some of the highest utilization rates in the industry because we understand that trust has to come *first*. We achieve 13-18% utilization by initially helping employees deal with everyday issues through Life Stage Support. When bigger problems arise, they are comfortable to call their Life Stage Support line and talk with an EAP Counselor.

Due to shifting market forces and the evolving needs of an ever-changing workforce, EAPs are now at a critical juncture... Worsening health status and stagnating productivity are major concerns of large employers nationwide... EAPs aligned with an overall health and productivity strategy can perform a critical role in identifying individual and organizational risk factors that may decrease performance.

— National Business Group on Health, An Employer's Guide to Employee Assistance Programs, December 2008

the value of trust

The cost savings of an integrated approach to work-life and EAP is measurable. By providing seamless communication and referrals, you can ensure efficient and appropriate utilization of services.

Our team of EAP-trained, Masters-level Social Workers and Psychologists are available by phone 24/7/365 to offer front-line consultation. Through our in-take process, we build one-on-one relationships with employees and their dependents to understand their real issues and needs. We then are able to refer them to the right resources.

clinical concierge

Stability goes beyond typical EAPs. We take the time to build confidential relationships with individuals to assess their situations. We are their clinical concierge, supporting them through referrals. We match each individual with the most appropriate clinical resource in terms of specialty, gender and location. To make the process as easy as possible for individuals, we schedule appointments, provide directions and follow through to ensure that the employee or dependent received appropriate assistance.

Nurtur professional Counselors are trained to assess many problems, including the most common personal and work-related issues.

“An EAP that is aligned with organizational values and vision will measurably enhance business operations, the overall employee experience, and the community perceptions of the company. A well-run EAP will provide a positive return on investment.”

National Business Group on Health EAP Workgroup (2007)

STABILITY CRITICAL INCIDENT MANAGEMENT

Robberies, violence, layoffs in the workplace, industrial accidents, and employee deaths can all be extremely traumatic for employees who witness them or are deeply affected personally when such things happen. Without immediate professional intervention, employees and their family members can experience the symptoms of post traumatic stress, ultimately causing them to lose focus and productivity.

Group and individual defusing and debriefing sessions following such incidents can serve to

relieve post traumatic stress, and help employees to function normally at work sooner.

With *Stability* Critical Incident Management, expert resources can be on-site in as little as two hours following an event. This fast response allows employees to immediately begin the process to debrief and put the pieces back together. We also serve as a resource and consultant to management during such difficult times.

Take flight with Nurtur. Call us today at 800 293 0056 or email marketing@nurturhealth.com for more information or to schedule a time to talk with a Nurtur sales representative.



Our name is about the passion we bring to those we serve. We view life and health as a transformational journey. We are transforming our company, our industry, the relationship between life and health and, most importantly, the lives of the individuals we serve.

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