

## Overall Objectives

Fit for Work Coaching enables organisations to support employees through periods when health issues are likely to affect their work performance. This coaching is designed to help individuals and their colleagues to continue to be effective by actively managing the various issues which may arise such as:

- ∂ Stress impacting performance or causing absence
- ∂ Diagnosis of illness - acute, chronic or terminal
- ∂ Returning to work after physical, mental or stress-related illness
- ∂ Undergoing medical procedures such as IVF or chemotherapy
- ∂ Returning to work after life changing events such as maternity/paternity leave
- ∂ Illness of a family member
- ∂ Bereavement
- ∂ Suicide within the organisation, or of a relative or friend
- ∂ Alcohol or drug abuse

## Coaching Approach

The aim of our Fit for Work Coaching is to minimise the impact on individuals and organisations of health-related issues, by integrating those issues into a coaching programme, designed to enable clients to:

- ∂ achieve their work objectives
- ∂ enhance their energy levels and resilience
- ∂ develop more effective approaches to work
- ∂ actively manage their physical and emotional health

## Organisational Benefits

The organisational benefits from this type of coaching may include:

- ∂ Enhanced performance of individuals and teams
- ∂ Reduced stress of individuals and teams
- ∂ Reduced sickness absence
- ∂ Improved retention of talent

## Individual Benefits

This unique approach can enable clients to effectively manage health-related issues by helping them:

- ∂ develop a strategy to manage their health issues and where appropriate, engage specialised support
- ∂ develop strategies to work which enhance performance, maintain energy levels and reduce stress to ensure that business performance can be sustained
- ∂ develop a strategy to actively manage the communication of their health issue to individuals and groups, within and outside the organisation, as well as understanding and dealing with the range of responses
- ∂ determine what reasonable adjustments, if any, are needed from the organisation such as equipment, furniture, reduced or flexible working hours
- ∂ maintain a balance between the time and energy spent in their personal and professional lives
- ∂ understand what gives them meaning at work and how they can use this to increase their levels of personal engagement in the organisation

## Evaluation of Return on Investment

Workplace Potential is currently undertaking research with existing clients to evaluate our services and demonstrate return on investment. We would recommend that you incorporate an evaluation process alongside your Fit for Work programme to measure and evaluate return on investment within your organisation.

## Contact details

If you would like more information please contact:

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