

Overall Objectives

HR professionals are often responsible for managing or advising on situations involving health-related issues, which can be particularly challenging, complex and sensitive.

If health related situations have not been managed effectively they can escalate, resulting in unnecessary cost to the organisation in:

- ∂ sickness absence
- ∂ loss of individual and team productivity
- ∂ cost of back-filling a role when someone is on long term sick
- ∂ cost of HR and line manager time
- ∂ formal grievance procedures
- ∂ industrial tribunals
- ∂ impact on wider team and organisational morale

Coaching Approach

Workplace Potential provides coaching designed to equip HR professionals to:

- ∂ manage specific health issues more effectively
- ∂ build their capacity to be more active and confident in how they approach health-related issues in future
- ∂ coach line managers to deal with any health situations that occur quickly and effectively
- ∂ mediate between the individuals, line managers and union representatives
- ∂ find and co-ordinate specialist support services
- ∂ manage their own emotional reactions
- ∂ understand and implement relevant components of the Health and Wellbeing Strategy, so that organisational and individual benefits are realised

Benefits

This coaching can deliver:

- ∂ improved management of specific health issues
- ∂ reduced cost to the organisation
- ∂ increased confidence and competence of the HR function to deal with health issues in future
- ∂ reduces stress levels within the HR department
- ∂ enhanced co-ordination and co-operation between HR function, line managers and other allied health professionals

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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