

Leadership Coaching –the ICAS Model for Executive Support

Management and Leadership Coaching

This service is an integral part of the ICAS Employee Assistance Program EAP and supports superiors and HR managers in their function. The scope of counseling includes questions on work-related issues as well as advice on psychosocial management issues. Depending on the topic, counselors are lawyers, psychologists or experienced professionals in management. They support superiors in recognizing, assessing and managing a situation and in developing a constructive and meaningful solution for both the individuals and the company.

Fields of counseling

Practical and legal issues:

- Labor law
- Termination of work contract

Clinical issues:

- Unethical behavior (bullying, sexual harassment, discrimination, etc.)
- Addiction (alcohol, drugs, etc.), eating disorders
- Stress, burnout, depression
- Changes in employee behavior
 - due to private pressures such as relationship problems, death of a relative, financial difficulties, domestic violence, etc.
 - due to psychological stress like depression, burnout, addiction, anxiety disorder, etc.
- Conflicts

Management issues and leadership topics:

- Motivation (e.g. appreciation, constructive feedback, etc.)
- Handling difficult conversations (dismissal, poor performance, delivering bad news, etc.)
- Leadership in challenging situations (reorganization, crisis, pandemic, etc.)

- Delegating tasks sensibly
- Employee assessments

One-on-one coaching is an excellent way to evaluate leadership style and strategies to address personal and professional challenges. The goal is to maximize personal skills and resources and develop integrity, authenticity and other important leadership qualities.

Like any employee, executives are encouraged to contact one of ICAS's counselors at any time, 24/7, for advice on personal problems and concerns. This can reduce stress and minimize health risks.

Emergency psychology – also possible on site*

Every company can be confronted with an event that is emotionally very stressful for the employees and may require psychological support, such as:

- Crisis management (accident, death, suicide, etc.)
- Violence prevention
- Dismissal (especially of employees under psychological stress)

* included in the service for EAP Premium customers

Trainings for Executives and HR Managers **(fee-based addition to the Employee Assistance Program EAP)**

ICAS's executive coaching programs offer well-structured development and implementation of goal-oriented and inspiring leadership. Managers are trained to develop confidence, act with clarity and competently solve difficult situations and problems. This results in a more productive, positive business climate, promoting lasting success and better health and well-being of all employees.

Topics:

- Early recognition of burnout – supporting employees at risk at an early stage
- Dealing with employees at risk of addiction
- Bullying and sexual harassment at work
- Dealing with employees under psychological stress

Call us in complete confidence.

0800 292 580

NB: Some mobile phone providers charge a network usage fee for 0800 numbers.
Please do not give our number to anyone who is not authorized to use ICAS services.