

**Empowering EAPS as Collaborators:  
A Dialogue on Integral Prevention and Innovation**

***Overview***

This full-day workshop will feature various self-assessment and organizational assessment tools and activities designed to help EAPS think about their role as collaborators across four different areas of positive organizational change. These are Program Implementation (Intervention/Prevention), Capacity Building (Collaboration/EAP Role Linkage), Innovation (Research & Development), and Fidelity (Adherence to EAP Core Technology). The day will provide opportunities to discuss and share insights about personal achievements and barriers to making enlightened changes in participant's or their client's organizations. The day is also focused on assisting EAPs with greater understanding of evidence-based technologies and the potential for the EAP field to adapt evidence-based programming. Participants will engage in various self-awareness exercises and discussion through the application of several organizational development tools. Tools to be used include Prevention Self-Efficacy, Organizational Readiness, Prevention Style, and a review of positive intentions and affirmations for change. In addition, we will highlight a Return-On-Investment Estimation Tool and discuss how ROI can be both a facilitator and a hindrance to organizational change. The intention for the day is to provide both personal and professional renewal while giving participants a chance to think about the “big picture” of EAPs, and the need to use different languages across the four areas of positive change in order to promote collaboration.

## ***Agenda***

The agenda is organized around four different areas of positive organizational change.

1. Program Implementation (Intervention/Prevention)
2. Capacity Building (Collaboration/EAP Role Linkage)
3. Innovation (Research & Development), and
4. Fidelity (Adherence to EAP Core Technology)

Each part includes a presentation of conceptual models and research that supports the area. This is followed by case examples from speaker consulting experience. There are also group-level and structured personal assessment opportunities to discuss and share insights about personal achievements and barriers to success.

The tools that will be utilized throughout these sections include: Prevention Self-Efficacy, Organizational Readiness, Prevention Style, and a review of positive intentions and affirmations for change.

The final part of the day features a demonstration of new a web-based Return-On-Investment Estimation Tool. The tool is can be customized the characteristics of a specific workplace demographic mix and organizational climate. Results are then estimated for the costs to the organization in health care dollars, employee productivity time loss and absence from three common employee alcohol use, depression and cardiovascular health problems. The model also allows for different levels of participation in intervention programs and the estimated savings from these programs relative to the cost to deliver the programs (ROI). This section also will engage participants in a discussion of how to engage employers in measuring the business value of EAPs.

## ***Objectives***

- 1) Participants will identify their orientation to collaboration through a measure of time orientation and list the strengths and opportunities associated with their personal orientation to collaboration and list goals for collaboration
- 2) Participants will identify the level of organization readiness for prevention within their (client) organization and identify how their own orientation to collaboration matches with this level of readiness
- 3) Participants will work with an ROI estimator for prevention and health promotion and identify how ROI fits with their own orientation as an EAP. Participants will learn of key outcome studies in the research literature that support the business need for and the value of EAP services.