Dealing with addiction-prone employees

Content/Goals:

Addiction problems in the workplace generate substantial costs. In addition, the psychological burden put on the person concerned and his or her environment is significant. Recognizing and supporting addiction-prone employees is thus an important component of operational health care.

But how do you react if an employee is suspected of having an addiction problem? Respond, or look the other way? Or even terminate the work relationship? Understandably, many superiors feel very insecure.

This event provides managers and HR professionals with knowledge and competences to deal appropriately with addition problems in the workplace.

Participants will learn:

- the core mechanisms of addictive illnesses, as well as the risks and consequences of substance abuse and behavioral addiction.

- what legal framework conditions superiors and HR representatives should know, what obligations they have, but also where the limits of feasibility lie.

- by means of which behavioral patterns a potential problem with addiction can be identified and how the work environment, in particular the team and superiors, can react adequately.

- which procedure is expedient in supporting employees inclined to addiction or who are already suffering from addiction within the framework of the company's possibilities.

Participants will receive practice-oriented handout material, which will support the transition of what has been learned into everyday use.

Trainers:

Our trainers are specialists in occupational health management or psychologists with many years of professional experience as occupational and organizational psychologists.

Duration:

Lunch Session	1 h:	Theory
Workshop	2 h:	Theory and practice
Training experience	4 h:	Theory, practice and

Target audience:

Executives/management

Infrastructure:

The training courses take place in suitable training rooms at your premises.
Lunch sessions can also be booked as webinars.

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