

*"Validium has helped us to better understand the issues affecting our workforce and introduce new HR initiatives as a result."*



# Boost Workplace Performance



## Employees distracted by personal or workplace concerns will inevitably underperform.

Whether distracted by personal debt, divorce, care issues, workplace bullying or anxiety about managing others, employees distracted by worries or concerns cannot perform fully at work.

Support individuals with confidential access to qualified counsellors, lawyers and debt advisors from The Validium Group and you can expect to generate a return of several pounds for every pound invested. Not to mention valuable management data to inform future policies.

Now it pays to support the emotional and information needs of your workforce.

## Fail to support employees and performance, and attendance issues will increase.

In an ideal world, each and every employee would be able to leave their personal lives at home and focus one hundred percent on their job.

The reality is that if they have a sick child, are going through a messy divorce and feel too heartbroken to leave the house, don't want to face an intimidating colleague or have mounting debts they don't know how to handle, they will often be unable to attend, let alone perform at work – their employer being the last person on earth with whom they want to discuss their problem.

Sometimes, employees need confidential access to emotional and practical support to get their life back on track.

## What can you do?

To enhance your organisation's ability to support people and keep them productive and present, focus on:

- **Policies:** Formally set out where you stand on issues ranging from flexible working to disaster recovery to bullying and put transparent procedures in place for employees to follow and prevent unnecessary anxiety or absence.
- **Clarifying:** A major source of workplace anxiety and frustration is conflict about who's responsible for what. Create clear corporate values, role descriptions and expectations, so that everyone knows what's expected.
- **Support:** As well as providing practical support, such as training on how to use new systems, giving employees access to confidential emotional, legal, health, care and financial counselling will boost productivity and engagement.
- **Responsibility:** You also have a duty of care to assess the health and wellbeing of your people, and are legally obliged to act on any issues detected, so put measures in place to support employees before problems can escalate.
- **Engage:** The more you can do to motivate and support your people in being all that they can be, both at work and at home, the more happy and engaged they will be and the more likely they are to put additional effort into their work.

Critical to keeping employees productive and engaged is clarifying what's expected of them and supporting them to achieve this.

## Why The Validium Group?

The Validium Group is an employee assistance and wellbeing consultancy that works in partnership with HR and OH professionals to prevent and overcome the stress, absence and trauma issues that can limit the ability of people to perform.

Clients like working with us because our clinical expertise and flexibility means bespoke solutions that quantifiably increase the value of people to the business.

*“By working in partnership with Validium, we have been able to generate a measurable difference to the bottom line.”*  
Harvie Hughes, Occupational Health & Safety Consultant, Nationwide

## Our approach

As well as supporting your employees, we are committed to working in partnership with you. We ensure each customer has a dedicated manager with significant HR experience, so that they can provide useful management data on how the EAP is being used.

By flagging up trends within the organisation, problem areas, such as discrimination, poor safety or bullying within a part of the organisation, can be identified and appropriate action taken, to help retain key staff and prevent future legal claims.

Validium's dedicated account managers work with you to ensure every penny invested pays for itself several times over.

## Clients

We work with organisations committed to optimising the performance and wellbeing of their workforce across all sectors. Clients include:



Wragge&Co



## Services

Thanks to The Validium Group, now it pays to:

- **Reduce Stress:** educate managers to reduce stress
- **Deliver Change:** maintain performance throughout change
- **Optimise Vitality:** improve employee health and attendance
- **Minimise Absence:** rehabilitate long-term absent employees
- **Manage Trauma:** prepare for and manage critical incidents
- **Support Employees:** keep employees engaged and productive

**To arrange a free consultation or find out more about the other solutions we offer, please call us on +44 (0)1494 685 200.**



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