

NEELY EAP NEWSLETTER

DECEMBER 2023



WELLNESS SEMINAR

Please join us for our live seminar
"Employee Guide to
Planning for the New Year"

DEC 14 @3PM

[REGISTER](#)

QUARTERLY WEBINAR SERIES

TBD

TBD

TBD

LETTER FOR LEADERS

Helpful resources from your EAP

WELCOME

The leadership newsletter is designed to provide EAP support to supervisors and managers. Making an informal referral (friendly referral) or formal referral can be challenging without training. In addition, the content will educate and promote program features that help leaders focus on the well-being of their employees. EAP services are free and readily accessible to the entire company and their family members.

Toll-Free, 24/7 Helpline:
866-212-6096
800-735-2989 TDD
admin@neelyeap.com
neelyeap.com



Employer's Strategic Guide for the New Year

By: Courtney Garcia Echeverria

As the new year approaches, employers have a prime opportunity to refine strategies for success. Beyond financial planning, this guide explores key considerations for fostering a thriving workplace and supporting organizational growth.

2024

Reflect on Past Performance:

It is paramount to evaluate the previous year's achievements and challenges thoroughly. Soliciting feedback from employees, clients, and stakeholders provides invaluable insights for informed decision-making. By scrutinizing past performance, employers can discern patterns, capitalize on successes, and address areas that demand attention, thus laying a solid foundation for the year ahead.

Align Business Goals with Employee Development:

Nurturing a workforce equipped for success involves a strategic alignment of business goals with employee development. Identifying and addressing skills gaps through training programs, fostering a culture of continuous learning, and cultivating an environment that values professional growth enhances organizational capabilities and instills a sense of loyalty and commitment among employees.



Enhance Workplace Well-Being:

Prioritize employee well-being by implementing wellness programs, supporting work-life balance, and fostering an inclusive workplace culture. A workforce that feels supported and valued is more likely to contribute positively to the organization's success.

Leverage Technology for Efficiency:

Stay competitive by upgrading technology, embracing innovation, and embracing automation to increase productivity. This is crucial for effectiveness, competitiveness, and to meet evolving business needs.

Strategic planning, encompassing reflection, employee development, well-being, and technological efficiency, sets the foundation for organizational success in the upcoming year. This approach positions businesses to navigate change, foster innovation, and cultivate a workplace that thrives in the evolving business landscape.

For more information on navigating your workplace and employees to be prepared for the new year, consider joining our [December webinar: Employee Guide to Planning for the New Year](#).



References

- Davenport, T. H. (2013). "Process Innovation: Reengineering Work Through Information Technology." Harvard Business Press.
- Delaney, J. T., & Huselid, M. A. (1996). "The Impact of Human Resource Management Practices on Perceptions of Organizational Performance." Academy of Management Journal, 39(4), 949-969. <https://doi.org/10.5465/256718>

EAP that's here for you

Here are some answers to common questions supervisors and managers have regarding employee issues and making EAP referrals. If you need more assistance, feel free to email us at admin@neelyeap.com.



Q: How can employers incorporate employee feedback into the strategic planning process for the new year?

A: Employers can foster a culture of open communication by establishing regular feedback mechanisms, such as surveys, town hall meetings, and one-on-one discussions, to gather valuable insights from employees about their experiences, challenges, and suggestions. Analyzing this feedback becomes a powerful tool for decision-making, enabling employers to identify areas for improvement, tailor strategic initiatives to address specific needs, and ultimately enhance overall employee satisfaction and engagement.

Q: What role does technological innovation play in planning for the new year?

A: Technological innovation is a cornerstone of organizational efficiency and competitiveness in the modern business landscape. Employers can ensure they stay ahead by proactively evaluating and upgrading their technology infrastructure. This involves embracing emerging tools and trends that align with their business goals and industry standards. Moreover, fostering a culture of adaptability and continuous learning among employees is essential. This approach not only ensures the seamless integration of new technologies but also empowers the workforce to leverage these innovations effectively, contributing to overall organizational success in the new year and beyond.

Through your EAP you can access resources and get organization ideas through the Manager Assist service.



WHAT CAN MY EAP DO FOR ME?



About our logo

For decades, enslaved African Americans looked to the North Star for hope, inspiration, and freedom. Neely EAP (NEAP) provides the **hope** that your situation will improve, the **inspiration** to move you in the right direction, and the **freedom** to live your best life.

Being in a leadership role can be challenging. Having the correct tools and resources can make a difference. The **Manager Assistance Program** offers support to resolve personal or professional issues that can negatively impact the workplace. We also offer:

- 24/7 Hotline, Access to Confidential Services
- Free Short-Term Counseling and Couch Time Check-In (preventive annual counseling session)
- Legal and Financial Assistance
- Work-life referrals for adult care, childcare, pet care and more
- Wellness Trainings & Online Employee Training Vault
- Critical Incident Stress Debriefing

