

NEELY EAP NEWSLETTER

OCTOBER 2024



WELLNESS SEMINAR

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QUARTERLY WEBINAR SERIES

"Me, Them, & Us": Healthy Viewpoints from Organizational Leaders

OCT 24TH @ 3PM

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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.

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Healthy Viewpoints from Organizational Leaders

By: Courtney G Echeverria

In today's complex workplace environment, the dynamics between leaders and employees are critical to fostering a productive and positive organizational culture. The concepts of "Me," "Them," and "Us" highlight the importance of individual responsibility, team dynamics, and collective goals. By embracing these viewpoints, leaders can cultivate a healthier workplace that encourages collaboration and mutual respect.

The "Me" Perspective: Self-Leadership and Accountability

Effective leadership begins with self-awareness. Leaders must first recognize their strengths, weaknesses, and biases. The **"Me" perspective** emphasizes that. According to research by Goleman, emotional intelligence is a crucial skill for leaders, as it allows them to understand and manage their emotions, leading to better decision-making and communication. Leaders who take responsibility for their actions and continuously seek personal growth set a standard for their teams.

The "Them" Perspective: Understanding Team Dynamics

The **"Them" perspective** focuses on understanding team members' diverse needs, motivations, and challenges. Leaders who prioritize this viewpoint actively listen to their employees, creating an inclusive atmosphere where everyone feels valued. A study by Gallup found that teams with solid engagement report 21% greater profitability and 17% higher productivity compared to disengaged teams. By acknowledging the unique contributions of each team member, leaders can build trust and foster collaboration.



The "Us" Perspective: Building a Collective Culture

Finally, the **"Us" perspective** emphasizes the importance of unity and shared goals within the organization. Leaders must create a vision aligning individual and team objectives with the organization's goals. Leaders can inspire employees to work together toward common objectives by promoting a sense of belonging and shared purpose. Research shows that organizations with a strong sense of community experience lower turnover rates and higher employee satisfaction. A study by Deloitte (2020) found that organizations with high levels of employee engagement are 2.5 times more likely to outperform their competitors.

Conclusion

The interplay between "Me," "Them," and "Us" provides a framework for leaders to cultivate a healthy workplace culture. Leaders can create an environment that promotes accountability, collaboration, and engagement by embracing self-leadership, understanding team dynamics, and fostering a sense of collective purpose. In doing so, they enhance individual performance and drive the organization's overall success.

Please use your EAP benefits and join our Leadership Seminar, "Me, Them, Us: Healthy Viewpoints from Organizational Leaders" on October 24th.

References

1. Goleman, D. (2013). Emotional Intelligence: Why It Can Matter More Than IQ. Bantam Books.
2. Gallup. (2021). State of the Global Workplace: 2021 Report. Gallup Press.
3. Deloitte. (2020). The Employee Experience: Culture, Engagement, and Performance. Deloitte Insights.

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 leaders effectively promote the "Me" perspective within their teams?

A: Leaders can promote the "Me" perspective by fostering an environment of self-awareness and personal growth. This can be achieved through regular self-reflection exercises, feedback sessions, and professional development opportunities. Encouraging leaders to set individual goals and share their progress with their teams can inspire employees to take ownership of their roles.

Q: What practical steps can leaders take to enhance the "Us" perspective and build a collective culture?

A: To enhance the "Us" perspective, leaders can start by clearly communicating the organization's vision and how each team member's role contributes to that vision. Regular team meetings focusing on collaboration, brainstorming sessions, and team-building activities can foster unity. Leaders should also recognize and celebrate team achievements, reinforcing that success is a collective effort. Creating forums for open communication where employees can share their ideas and feedback can further strengthen the sense of belonging and shared purpose within the organization.



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

