



For nearly two years, we have been bombarded by a landslide of bad news and leaders setting the expectation that the economic turnaround would be long in coming. So this month, we wanted to focus on recovery and suggesting that we turn our hesitation and caution into a focus on planning and preparation. We offer tips for keeping the organization healthy, like how to re-engage employees through the power of relationships and organizational practices that may unearth the next best thing since sliced bread.



Keeping the Employer-Employee Relationship Vital - For quite some time, researchers in human behavior have been looking at the relationship between employee engagement, productivity and their impact on the bottom line. Some employers believe employee engagement is just another human resource fad. Others believe that if it is incorporated into the organizational culture, it can lead to a win-win - sustainability of the organization and meaningful job satisfaction for employees... [READ MORE](#)

Training Spotlight

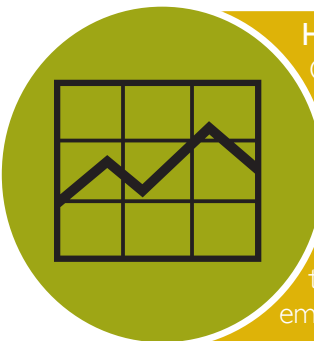
Change is the only constant in today's workplace. To be successful, organizations and individuals must learn to function at the highest level despite frequent transitions. Contact your Workplace Services Consultant to learn more about [Change Management](#) and schedule a training.

Cautiously Optimistic Innovation - Sounds like an oxymoron doesn't it. We have spent so many months retrenching that it seems imprudent to even consider reaching for opportunities beyond the horizon. But if we believe the financial gurus, there is now a dim light at the end of the tunnel...[READ MORE](#)



Reminder

All employees have access to our latest free service enhancement, My Guide through our website My Plan After 50 (MPAF). [Read](#) about all of the benefits of this membership and how to get started.



Helping our Employees Recover Along with the Economy - Companies continue to make tough decisions to sustain themselves through these unprecedented economic times - jobs are often eliminated, compensation is reduced, vacation is scrutinized, travel is curtailed and benefits are frozen or cut. With each new, and potentially negative, announcement, employee stress levels mount. Regardless of how resilient they might be, stress will ultimately take a physical, mental and emotional toll on every employee...[READ MORE](#)

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Did you know... Employee & Family Resources offers Workplace Consulting focused on **Outplacement**. Our consultants can assist organizations as they struggle with the tough decisions around right-sizing a workforce. We offer facilitated group or individual sessions that lead employees, who will be re-entering the job market, through the job search process. If you're interested in learning more about Outplacement or any of our other Consulting Services contact a Workplace Services Consultant at 800-871-4532 or email eapinfo@efr.org.

To access your EAP services call (515) 244-6090, toll free (800) 327-4692 or TTY (877) 542-6488.

What's Ahead in our next Issue?

- [Alcohol and Drug Abuse in the Workplace](#)
- [How Members of Different Generations Adapt in the Workplace](#)

Contact Information:

To explore any of our family of resources, current EAP and WPS clients please contact your Workplace Consultant; My Plan After 50® and Wisdom Worker Solutions® members please contact Kris Jensen (kjensen@efr.org) or Tom Farley (tfarley@efr.org).