

Manager Resources for Employee Displacements



JOHN DEERE

Reference Documents

- [Managers Guide for informing employees of job displacement](#)
- [Post displacement interventions](#)
- [Workplace change for managers](#)
- View the EAP [Training Catalog](#) and [Training Catalog Order Form](#)
- Visit deere.com/wellbeing for:
 - Pre-recorded webinars
 - EAP articles
 - Tools and reference guides

If you're a manager seeking additional information about how you can assist your employees, view our [Mental Health Fundamentals for Managers video](#). You'll learn how to identify signs of distress among your employees, how to offer help, and how to make long-term adjustments as needed.

Management Consultations through the Employee Assistance Program

Management Consultations for any employee challenge, from everyday concerns to serious problems.

The Optum Management Consultation provides support for a wide range of issues. Our consultants work collaboratively with managers at any level in your company.

Our Management Consultants collaborate with your managers to identify the concern and its impact on the workplace, then plan the most appropriate intervention for the desired outcome.

A manager should call Emotional Wellbeing Solutions at 1-888-533-7311 and ask for EAP. Once the call has been answered by an EAP clinician, the manager should ask for a Management Consultation. A Management Consultant will acknowledge the request by calling or emailing the requester within one hour.

The Optum Management Consultation Team can help guide leaders and employees through everyday concerns, as well as more serious issues, including:

- Creating a motivating environment for employees and preventing burnout

- Enhancing workplace communication
- Promoting teamwork
- Work performance
- Navigating workplace changes
- Leading in times of social unrest
- Managing workplace behaviors and promoting overall well-being
- Dealing with conflict
- Helping navigate natural disasters or local events impacting the workplace
- Identifying and supporting employees at risk for harm to self or others

Optumwellbeing.com

To access articles and other resources that may be helpful go to optumwellbeing.com. Use access code Deere.

- Click on Organization and employer resources
 - Click on Critical Incident and/or Onboarding and Engagement in the middle of the page.
- Click on Critical Support Center and it will show many topics with resources.