

Description of Professional Services



Homewood Health takes great pride in their contributions to employee mental health, and to understanding the innate value of the CEFAP program. Understanding that the well-being of our clients significantly impacts safety, absenteeism and overall productivity—our services ensure **no compromise in the clinical quality or effectiveness of your CEFAP** program. We offer a psychologist-driven CEFAP model with **more counselling hours for your members than any other program.**

We operate on a needs-based philosophy and offer our short-term, solution-focused counselling model that does not employ specific limitations, maximums or caps related to the number of counselling sessions available. We find that often challenges are resolved within 4-6 counselling sessions; however if a situation is more complex and requires additional sessions, that is included in our program parameters. Only in situations that require specialized medical care that cannot be provided within the CEFAP, or when an issue is clinically assessed to be a long-term issue (requiring potentially months of support), would we make a referral for specialized or longer-term treatment with community resources. And, in these situations which only occur in 3% to 5% of cases, Homewood Health will provide supportive counselling until the client is in treatment.

Members have access to over 2,500 qualified and experienced counsellors across Canada—representing the highest ratio of Ph.D.-level counsellors within the industry.

We are pleased to offer the following CEFAP services:



In-person, telephonic or e-Counselling

Short-term counselling
Cognitive behavioural therapy



Crisis Management Services (CMS)



Plan Smart—Lifestyle and Specialty Counselling Services

Life Balance Solutions

Childcare and Parenting Services
Elder and Family Care Services
New Parent Outreach Service
Legal Advisory Services
Financial Advisory Service

Career Smart Counselling Services

Career Development
Pre-Retirement Planning Service
Shift Worker Support



Conflict Counselling and Resolution

Health Smart Coaching Services

Smoking Cessation Counselling
Nutritional Counselling
12 Weeks to Wellness

Online Services

20 e-Learning Courses

The Health and Wellness Companion:

Health Assessments (HRA)
Health Change Planning

Health Library

HR Tool Kit

BusyFamily (child/eldercare service locator)



**Employee Orientation and Promotion
Manager Training and Support**

Core Counselling Services

Short-term counselling is a solution-focused approach that focuses on enabling individuals, couples and families to develop the skills necessary to solve their life problems. The cornerstone of our short-term counselling model is to:

-  **help** each client focus on goal setting and behaviour change;
-  **enable** employees and their families to develop coping skills;
-  **educate** clients and their families in self-management techniques; and
-  **provide ongoing management** of cases referred for longer-term therapy beyond the CEFAP.

Treatment is provided for a full range of personal and family-related issues or life events including, but not limited to, the following:

- | | |
|--|--|
|  Addiction: alcohol, drug, food, gambling, sex, smoking, internet |  Grief and bereavement |
|  Adolescent issues |  Marital issues |
|  Aging and care giving |  Parenting |
|  Anger management |  Personal adjustment problems |
|  Anxiety |  Relationship difficulties |
|  Child development |  Sexuality |
|  Communication problems |  Stress |
|  Domestic violence |  Separation / divorce / custody |
|  Depression |  Special needs of children |
|  Family issues |  Trauma |

Intake Process for Counselling

Calls are answered live and most appointments are booked at point of first contact by qualified, professionally trained counsellors 24/7/365. Rarely are there 'call backs'. There is no waiting list for service. During these calls, information can be given to CEFAP members on a range of services. After assessing the client's needs and preferences, the counsellor determines the most effective service for resolution.

Face-to-face counselling can be offered as soon as 24 hours after initial contact. Same day or next day appointments are also offered for telephone or e-Counselling. In an urgent or crisis situation, callers are connected to a senior clinician who is available 24/7/365 for immediate intervention and crisis management.

Counselling Service Modalities

The vast majority of our services are delivered in a traditional face-to-face model, however we also provide telephone and e-Counselling.

Substance Abuse Counselling

Setting us apart from other providers is our focus and expertise on addictions—an area often under recognized by employers as affecting employee health and work performance. Our CEFAP substance abuse counselling assists employees through education, cognitive-behavioural change therapy, and motivational interviewing provided by one of our skilled counsellors.

Many Homewood Health counsellors are designated Substance Abuse Experts (SAE). In addition, as a subsidiary of Homewood Corporation, we have the ability to leverage the research, knowledge and expertise of one of Canada's leading substance abuse treatment centers. The Centre has a 100-year history providing inpatient and outpatient addiction treatment programs.

As part of CEFAP counselling, we provide all clients with substance use/abuse screening. Where there is an indication that substance abuse or other addiction issues are present, a more detailed screening is provided. Additional options to complement CEFAP substance abuse counselling services (e.g. moderate substance abuse or harmful use but not dependence) include Homewood Health' self-paced, interactive e-Course: *Taking Control of Alcohol Use, Taking Control of Stress, Taking Control of Mood and Resilience*.

Homewood Health's SAE Services

In addition to the services provided through core CEFAP services, Homewood Health offers the services of specialized Substance Abuse Experts (SAE) with a wealth of experience in the area of specialized diagnosis, assessment and longer-term treatment.

The goal of these services is to ensure the safety and health of clients, co-workers, and the worksite by providing professional, standardized drug and alcohol assessments, as well as appropriate recommendations for monitoring and treatment. An SAE assessment request may occur post incident at the worksite, pre-access, or with reasonable suspicion (e.g. potential substance impairment at the worksite).

SAE Services are for organizations with a testing program, and in addition to providing post-positive assessments and treatment recommendations, include return-to-work feedback to employers for employees in safety-sensitive positions. Other additional services include relapse prevention, recovery management (after care), as well as psychological assessment and depression treatment (recognizing the co-morbidity of substance abuse and depression).

Crisis Management Services

In 1982, Homewood Health became the first Canadian provider to introduce on-site workplace trauma response involving debriefings, defusings and other Crisis Management Services (**CMS**). It was developed in response to the growing awareness of the impact that workplace crisis and employee victimization can have on employees and organizations.

Today, our CMS involves a multi-faceted, resilience-based approach to crisis intervention, and are designed to offer assessment and emotional first aid to employees after a critical incident. We have the capacity to support international requests. Referral services to support crisis intervention can also be arranged, as well as post-traumatic stress counselling (through the CEFAP) for impacted individuals following the initial intervention.

Plan Smart—Lifestyle and Specialty Counselling Services

Whether a client needs to find a nursing home for an aging parent on the other side of the country, obtain help getting their finances under control, receive advice on how to raise a gifted child, or help stop bullying at school, we help our clients to help themselves!



Life Balance Solutions



Health Smart Coaching Services



Career Smart Counselling Services

Clients utilizing Plan Smart are provided with an overview of the service at intake by the counsellor initiating support with the specialist. Clients have access to the specialist within 24 hours, and depending on client availability, specialists can provide an assessment of the client's needs upon first contact. Assessment outcomes, including additional support and resources, are customized for each client.

For the most part, these services are delivered by phone or online and often include a personalized package of information and useful tools, such as software programs that have been selected with the client’s best interests in mind.

Our comprehensive suite of **Plan Smart – Lifestyle and Specialty Counselling Services** has three major components with service options for each area:



Life Balance Solutions

- Childcare/Parenting Services
 - *New Parent Outreach*
- Elder and Family Care
- Legal Advisory Services
- Financial Consultation



Career Smart Counselling Services

- Career Development
- Pre-retirement Planning Services
- Conflict Counselling and Resolution
- Shift-worker Support



Health Smart Coaching Services

- Nutritional Counselling
- Smoking Cessation Program
- ‘12 Weeks to Wellness’ (weight management)

Life Balance Solutions

Childcare/Parenting Services

As any parent knows, parenting is a long-term commitment that comes with many challenges. While parenting can be the most rewarding role in our lives, it can also be the source of great stress. Homewood Health’ childcare and parenting specialists are able to help parents who may be struggling with any number of parenting issues.



Personalized Support: *Our childcare and parenting specialists will work directly with CEFAP members to ensure their unique family needs are taken into consideration when determining appropriate resources and solutions for their childcare concerns. The specialist will complete a comprehensive needs assessment to ensure all of the issues get addressed as much and as quickly as possible*



Up-to-Date Information: *Following the first conversation, our specialists will send employees a customized package of information and may direct them to our online service that provides access to the most complete and current research on personal and family care providers in Canada. Users of this service receive a personalized report providing in-depth descriptions of the services they require*



Reduce Strain and Anxiety: *When CEFAP members are worried about a family concern they can be distracted at work. Often it takes new insights into a situation for them to be able to let go of their anxiety. Working with a professional to resolve parenting and childcare concerns can save employees endless hours of research and provide peace of mind for employees.*

New Parent Outreach Service

As a component of our Childcare/Parenting Services we also offer the New Parent Outreach Service. Becoming a new parent is certainly one of the most rewarding events in a person's life. However, it can also be one of the most overwhelming and stressful times. This service provides those who have recently become or are about to become a new parent, with a unique outreach support process designed to empower them with knowledge and skills.



-  **Personalized Service and Support:** Our childcare specialists will speak with the employee pre and post-birth if possible, in order to discuss any concerns the new parent might have. After the first call, our specialist will assemble a full package of information tailored to meet their specific needs and assess their post-partum coping.
-  **Online Resources:** In addition to printed materials, employees may be directed to Homewood Health online services that provide access to the most current research on personal and family care providers in Canada. Users of this service receive an individualized report providing in-depth descriptions of the services they require.
-  **Additional options:** To complement Childcare/Parenting Services include Homewood Health' self-paced, interactive e-Course: *Foundations of Effective Parenting*.

Elder and Family Care Services

Balancing eldercare and career responsibilities can be overwhelming and extremely stressful. Homewood Health has eldercare specialists on staff to work one-on-one with CEFAP members, and provide an immediate needs assessment and follow-up with customized information. Our specialists will also speak directly with the elderly person if that would be helpful to the situation, or they may bring in an independent provider to undertake an in-home assessment.



-  **Personalized Support:** Our eldercare specialists work directly with employees to ensure their unique family needs are taken into consideration when determining appropriate resources and solutions for their eldercare concerns. The specialist will complete a comprehensive needs assessment to ensure all concerns are addressed as much as possible. In some cases, it may be necessary to conduct an in-home assessment. In these cases the eldercare specialist will arrange for a thorough, one-time assessment for those in need of home care support.
-  **Up-to-Date Information:** Following their first conversation, our specialists will send a package of customized information that addresses the client's specific concerns. The specialist may also direct employees to the Homewood Health online services that provide access to current research on eldercare services in Canada.
-  **Reduce Strain and Anxiety:** Whether care giving responsibilities come about as the result of a crisis situation, or are a concern that grows over time, the resulting stress and strain on the working caregiver can be enormous. Working with a professional will help to find solutions to troubling problems and put things into perspective, allowing the employee to save valuable time and energy.

Legal Advisory Service

CEFAP a national legal advice and counselling service that is provided by qualified lawyers who reside in the province governing the location of the client's concern. Clients speak directly with a lawyer and receive advice and consultation on the legal matter of concern to them.

The lawyers provide advice and guidance over the telephone. However, if a client requires legal representation, they can obtain a referral to a local attorney through the CEFAP, which will also include a preferential rate on most services of up to 25% off the legal fees. Service areas include, but are not limited to family law, separation/divorce, bankruptcy, wills, trusts, summons and subpoenas.



Financial Advisory Service

The focus of the financial counselling and planning service is assessment, budgeting and short-term financial counselling. Service areas include:

-  Cost of living analysis
-  Debt crisis management
-  Financial options related to separation and divorce
-  Illness and disability
-  Preventative money and debt management
-  Workforce transition and job loss
-  Early or planned retirement

Financial counselling can be provided through individual telephone and/or email consultation and may include planning sessions, as well as budgeting exercises and homework for each user.

Financial services can be provided through individual counselling, couples counselling or group presentations. Additional options to complement these services include Homewood Health' self-paced, interactive e-Courses: *Taking Control of Your Money*, *Taking Control of Job Loss and Transition*, *Taking Control of Stress, Resilience*, and *Preparing for Your Retirement*.



CAREER SMART COUNSELLING SERVICES

Only the Homewood Health career counselling model includes a 16PF (Personality Factors) Questionnaire and/or Strong Interest Inventory assessment to help your employees understand their skill strengths, how they respond to a variety of different situations, and also any areas that may require future development.

At Homewood Health we understand that life transitions require the information and support needed to match each employee's unique situation. Our complete career planning services support personal and professional career objectives. Whether employees need help fine-tuning career plans, or even a complete career evaluation, we are here to help.

Each of the services included in Career Smart are designed to encourage a hands-on approach to taking control of career choices. Support is geared toward reducing anxiety, and promoting the health and wellbeing of employees at home and in the workplace. Specifically, helping employees to be better able to manage challenges affecting their work, resolve workplace conflicts, and feel in control of their career is a key part of CEFAP.



Career Development

Career Counselling includes an array of services developed to assist a person who is planning or considering a career transition or change. Our career counselling service provides a thorough analysis of interests, values and motivations. Feedback and coaching is provided and a plan is developed to assist an individual to take the steps toward realizing his or her ambitions and career aspirations.

Counselling is provided by clinicians with expertise in career counselling located across the country, using the most up-to-date and reliable tools on the market. Components of our career counselling include:

- 🌿 Assessment (i.e. key competencies, aptitudes, values, personality traits)
- 🌿 Career planning and goal-setting
- 🌿 Entrepreneurial skills
- 🌿 Evaluation of the suitability of fit for various employment positions
- 🌿 Exploration of career possibilities
- 🌿 Formal and informal evaluation methods
- 🌿 Job search skills
- 🌿 Practical, solution-focused, self-development activities (i.e. homework assignments)
- 🌿 Review of work accomplishments

Additional options to complement these services include Homewood Health' self-paced, interactive e-Course: *Taking Control of Your Career, Embracing Workplace Change, Leading the Human Side of Change, Values-based Leadership, The Fundamentals of Effective Supervision, Managing Sensitive Employee Issues, Taking Control of Job Loss and Transition, Taking Control of Stress, Respect in the Workplace and Supporting Respect in the Workplace.*

Pre-Retirement Planning Services

For most people, approaching retirement can be a time of excitement and apprehension. But with some pre-planning and knowledge, it is possible to enjoy a smooth and stress-free transition into retirement. Homewood Health' Pre-Retirement Planning Service provides the opportunity for employees to receive a package of customized information and/or speak directly with a career or a financial counsellor as appropriate.



- 🌿 **Personalized Service:** *Employees speak with a specialist who will complete a comprehensive assessment of their psychological, emotional, and financial needs as they approach retirement. In most cases, employees will be empowered to establish a solid foundation with which to begin building and implementing a plan that allows them to smoothly shift gears into retirement. Our specialists will provide follow-up support as required and a personalized information package.*
- 🌿 **Expert Advice:** *Homewood Health specialists are knowledgeable and experienced professionals who are able to provide sound advice, whether it relates to finances, relationships, physical and mental health, or emotional/psychological concerns.*
- 🌿 **Additional options:** *To complement these services include Homewood Health' self-paced, interactive e-Course: *Preparing For Your Retirement, Taking Control of Your Career, Taking Control of Job Loss and Transition, Embracing Workplace Change, Taking Control of Stress, and Responsible Optimism.**

Shift-Worker Support Services

Working shifts can put a strain on workers' health, well-being, family and social life. Homewood Health specialists can help those individuals who are struggling to make working shifts a part of a healthy and rewarding personal and work life. Homewood Health can also facilitate one-day workshops for groups of employees who would like to ease the stress of working shifts.



- 🌿 **Personalized Information:** *If CEFAP member is experiencing difficulties related to working shifts, our specialists start by completing a full assessment to ensure all possible concerns are addressed. The specialist may also put together a package of information, including the Homewood Health' handbook: *Making Shift Work Easier and Safer*, to assist employees in taking responsibility for ensuring their health and well-being.*



Ongoing Support: Our specialists will provide ongoing telephone consultation as required to assist with any health, relationship, or psychological challenges the employee may be experiencing. They may also refer the employee to one of our online resources, or if necessary, to an outside expert.



Cost-effective Workshops: Homewood Health will facilitate workshops for shift workers to give them the opportunity to have their concerns addressed and learn strategies to make working shifts easier and safer.

Additional options to complement these services include Homewood Health’ self-paced, interactive e-Course: *Taking Control of Your Career, Embracing Workplace Change, Taking Control of Stress, and Resilience.*

Conflict Counselling and Resolution

The workplace can be complicated! Every year Homewood Health helps thousands of employees navigate successfully through difficult workplace situations. Employees often need a third party to speak to about a workplace situation. Discussion and exploration can help employees examine their own contributing behaviours and ways they can begin to resolve workplace conflicts.

Our counsellors help employees work through situations using additional tools such as role playing and goal setting. Even the most entrenched workplace situation can be improved when new techniques are employed. For some employees, building ways to identify their triggers and building coping skills are the best ways to manage a difficult workplace conflict. Not every conflict can be fully resolved but improvements can be made, and employees can be encouraged to develop self-care plans so they can manage the situation.

Additional options to complement these services include Homewood Health’ self-paced, interactive e-Course: *Respect in the Workplace, Supporting Respect in the Workplace, Resolving Conflict in Intimate Relationships, and Resilience.*

HEALTH SMART COACHING SERVICES

Homewood Health’ Health Smart Coaching provides employees and their family member’s access to qualified health professionals who can assist with a number of health-related challenges.

Nutritional Counselling

Our nutrition services cover a full range of topics that deal with questions or problems, including but not limited to:



adjusting eating patterns for lifestyle;



prevention/management of chronic disease through dietary changes;



eating for energy;



making meal preparation easier; and



proper nutrition for a busy life.



Employees can translate the latest nutritional science and leading-edge information into practical strategies, healthy eating advice, and tools they can use. Our high level of service standards will guarantee employees are satisfied with our help, or we will connect them with an alternate dietician. This service is available by telephone and online (e-mail).

Smoking Cessation Program

One-on-one telephonic consultation for clients wishing to quit smoking! Allowing smokers to quit calmly and comfortably will improve not only their health, but also the health of the organization. Homewood Health' Smoking Cessation Program is designed to address all facets of smoking, including the physical dependence (i.e. nicotine), as well as the psychological dependence (i.e. smoking habits and the desire to smoke). This personalized process is built on proven, evidence-based, behaviour-change methods.



Multiple Downstream Benefits: Making an effective smoking cessation process available will realize many workplace benefits: lower insurance premiums, lower cleaning costs, lower liability, improved corporate image, a safer, healthier workplace overall, and financial savings – for every dollar spent on employee health initiatives, four dollars can be saved.

An Intensive Intervention Program: Our Smoking Cessation Program was developed to ensure a high success rate. Our e-Courses and workbooks are coupled with optional one-on-one support incorporating the latest proven behaviour-based techniques. The program includes:

-  ongoing one-on-one coaching;
-  a three-pronged e-Course targeting committed first time quitters, ambivalent or conflicted quitters or quitters who are trying to quit again; and
-  a specific workbook for the right kind of quitter.

Additional options to complement these services include Homewood Health' self-paced, interactive e-Course: *Stop Smoking: Get your life back!, Taking Control of Stress, and Resilience.*

12 Weeks to Wellness (Weight Management)

12 Weeks to Wellness is a self-directed program that offers a comprehensive approach to weight loss and behaviour change. Participants receive nutrition coaching, a step-by-step guide to behaviour change, an accompanying CD and a fitness and weight loss consultation.



Whole-person, Whole-body Approach. *12 Weeks to Wellness* gives participants an opportunity to take a holistic approach to improving their health and wellness. In addition, participants can focus on their health change efforts on specific areas of need, as identified in their health risk assessment.

Consultative Support. Self-help Materials. *12 Weeks to Wellness* is designed so participants have access to new online health libraries containing ways of thinking and working, articles and resource materials on behavioral change, by related health and wellness professionals. Support materials supplement the core program workbook.

As part of *12 Weeks to Wellness*, participants receive:

-  nutritional counselling/coaching;
-  the 12 Weeks to Wellness Workbook and CD; and
-  self-assessment stress management.

Online Services

In addition to core EAP services, clients have access to a variety of online resources that provide them with self-help information, references, articles, and guidelines. Through the Homewood Health' EAP clients have access to our Online Services rich in educational tools and resources:

- 🌿 Online Health Library
- 🌿 BusyFamily Child and Eldercare Resource Locator
- 🌿 The Health and Wellness Companion
- 🌿 E-Courses
- 🌿 Website
- 🌿 Health and Wellness Materials Accessible via Social Media
- 🌿 Healthy Workplaces Blog
- 🌿 QR Code Access for Mobile Users
- 🌿 Audio Podcasts and Videos

Online Health Library

In addition to core counselling services, clients have access, as part of the EAP offering, to a learning portal that provides them with an extensive collection of educational resources organized into a Health Library – rich content, relevant topics, and easy navigation. It's a comprehensive and reliable source of educational tools exploring issues which are pertinent to clients' personal and workplace challenges.

The library is subject categorized into:

- 🌿 Addictions
- 🌿 Aging, Caregiving, and Dependent Living
- 🌿 Children, Parenting, and Families
- 🌿 Financial Health
- 🌿 Healthy Living and Self-Improvement
- 🌿 Mental and Emotional Health
- 🌿 Relationship and Social Connections
- 🌿 Trauma, Crisis, and Distressing Events
- 🌿 Workplace Issues.

The Health and Wellness Companion

The Health and Wellness Companion is a comprehensive self-guided self-development program that is designed to provide an employee with a personal plan of action.

Employees can take a series of **Health Risk Assessments** to evaluate their health, understand their health risk factors, and create a personal health improvement program through a comprehensive series of questionnaires including **nutrition, smoking, sleep, alcohol, depression, stress, and physical activity.**



They can also access a Health Library of comprehensive medical information including:

- 🌿 Detailed information on all sorts of conditions such as asthma, depression, hypercholesterolemia, hyper-tension, diabetes and their treatment.
- 🌿 Symptoms checklist and their relation to illness and conditions.
- 🌿 Find answers to your questions about medical tests, procedures, terminology, etc.

The program is personal and confidential and has several unique features, including the ability to create a **personal health record** within a secure and confidential environment. It also includes links to other sites such as up-to-date medical and pharmaceutical libraries.

With this program, an employee can:

- 🌿 access the Health and Wellness Companion in the privacy of their home or office;
- 🌿 take personal **health risk assessments** across a variety of domains;
- 🌿 receive information to develop a personal action plan; and
- 🌿 receive feedback from the Health and Wellness Companion regarding progress.

BusyFamily Child and Eldercare Resource Locator

Our BusyFamily locator enables employees to conduct their own customized searches by keying in their specific requirements. Employees and family members can search for daycares, homecare, respite care, child services and child care, schools, day camps, overnight camps and residential facilities for kids with special needs. The eldercare function enables employees and family members to have access to national resources for older Canadians. This includes homecare assessments, long-term facilities, assistive care facilities, day care facilities and facilities geared towards the elderly with health needs or cultural preferences. Responses are instantaneous and can be easily sorted for comparison purposes. Only Homewood Health offers fully interactive services online through the bilingual BusyFamily program.



E-Courses

Homewood Health is the only provider in the industry that offers employees and their eligible family member's instant access to online learning **developed by psychologists specialized in e-learning and health promotion.**



These self-paced, interactive, confidential learning courses target personal issues (e.g. stress, mood, alcohol use, relationships, resilience, money matters) and workplace issues targeted to managers and supervisors (e.g. change management, supervision training, job transitions, ethics in business). The content is based on award-winning concepts that are utilized by leading-edge companies worldwide.

When employees access our e-Courses this means there is no waiting period. Each confidential e-Learning course is self-directed, and presents printable information, quizzes, and exercises. Some have printable action planning guides that can be customized to allow employees to input their own scenarios and goals.

Our 20 e-Courses provide a self-learning tool that CEFAP members or their family members can access 24 hours a day, 7 days a week, 365 days a year. They provide any CEFAP member the opportunity to access from any computer, or from the comforts of their own home.

A list of current topics for employees, family members, and managers/supervisors/key personnel, include:

-  Embracing workplace change
-  Foundations of effective parenting
-  Fundamentals of effective supervision
-  Leading the human side of change
-  Managing sensitive employee issues
-  Taking control of your smoking
-  Resilience
-  Resolving conflict in intimate relationships
-  Responsible optimism
-  Taking control of alcohol use
-  Taking control of job loss
-  Taking control of stress
-  Taking control of your anger
-  Taking control of your career
-  Taking control of your money
-  Taking control of your mood
-  Values-based leadership
-  Respect in the workplace
-  Supporting respect in the workplace
-  Preparing for your retirement

Health and Wellness Materials Accessible via Social Media

As we have moved forward into the social media space, we have forged a unique footprint with an integrated presence on *Facebook*, *Twitter*, and *LinkedIn*, using these tools to serve one central thrust for building relationships and value in the social media space. CEFAP members will have the convenience of receiving updates on health and wellness initiatives from Homewood Health.



Healthy Workplaces Blog

We have also developed a Healthy Workplaces Blog, which is Homewood Health’ initiative to contribute meaningfully and expertly to the advancement of organizational and employee health, wellness, and productivity. CLR will have access to news, developments, feature stories and articles that reflect the most current developments in the health and wellness industry. Articles include but are not limited to the following:

- 🌿 Understanding and Eliminating Psychological Harassment
- 🌿 Characteristics Of Effective and Healthy Teams
- 🌿 Health-promoting Leadership Strategies
- 🌿 Diversity In The Workplace
- 🌿 Are you feeling stressed?
- 🌿 Childhood Sexual Abuse
- 🌿 How To Deal With Anger
- 🌿 How To Deal With Guilt
- 🌿 Quick Tips To Manage Stress



QR Code Access for Mobile Users

As some of our clients shift away from traditional print materials towards information accessible online and via blackberry/smartphone, we have introduced QR codes into our promotional materials. The benefit to CEFAP members is that they can instantly scan the QR code with a camera-enabled smartphone and be linked to relevant content on our web site. Access to the Member Services Area (MSA) is instantaneous without breaching security measures or privacy policy.



Enhanced Audio Podcasts and Videos - 2014

We are leveraging podcasting technology to enhance our clients’ experience. Through our audio podcasts and videos we provide value-added health and wellness content to our clients on various topics (e.g. stress reduction, anger management, parenting tips, alcohol use etc.). Audio podcasts give clients the freedom to carry on their daily activities while listening to the message.