



TotalCare EAP
Public Safety EAP
Educators' EAP
Higher Ed EAP
HealthCare EAP
Union AP
TotalCare Wellness



Peak Performance Benefits

*Changing the way you think about
Employee Assistance Programs*

EAPs have traditionally been defined in terms of employee problems, but we are redefining the EAP to encompass employee opportunities

Every year, 1 in 5 employees face a significant personal or professional problem that impacts their work productivity. Traditionally, EAPs provided counseling services to help these employees resolve the problem and return to full productivity. That's been our core service at ESI EAP and we've done it well: We provide more benefits to employees, get higher utilization, deliver better results, and earn higher satisfaction ratings.

The next generation EAP

Traditional EAP services address the 20% of your work population who experience problems. But we realized we could do more to address 100% of your work population. We shifted the focus not just on problems but also to potential by offering programs to help you grow, develop, support and retain your organization's number one asset: your employees.

Challenges in your workplace

Training and development is one of the best ways to engage employees and help them achieve peak productivity. But high quality training is expensive and most organizations can't afford to implement a full-fledged training and development program. A single day of onsite training can cost thousands and setting up your own online program can be cost prohibitive for all but the largest employers.



A Deloitte study documents the fact that **organizations with strong learning cultures outperform competitors.** These organizations are:

37% More productive

46% More likely to be first with new innovation

17% More likely to be a market leader



Close to **70%** of employees report that they are **not fully engaged**

With **10,000 Baby Boomers retiring every day**, you need to train the next generation of leaders

Millennials will be 50% of the workforce by 2020

Turnover is costly and employees are more likely to quit if not fully trained and engaged

Introducing Peak Performance Benefits

Optional new benefits to improve the performance of not just some, but all of your employees.

Peak Performance Knowledge Center

A state-of-the-art ESI E-Learning Knowledge Center powered by award-winning Skillsoft, supplemented with ESI proprietary courses. The online training center is built to help your employees improve their overall performance and productivity. It includes over 300 engaging courses developed by highly credentialed experts, including courses that qualify for HRCI continuing education credits:

- Professional Development training courses and programs to build business skills
- Personal Development trainings to improve personal performance at work and at home
- Management Development trainings for managers of all levels
 - Aspiring and new managers
 - Middle managers
 - Advanced curriculum for experienced managers

Peak Performance Personal & Professional Coaching

Members work with Senior Performance Coaches to maximize productivity and focus by identifying and controlling sources of stress; using cognitive restructuring techniques to challenge irrational thinking; improving time management skills; and preventing burnout. Programs include:

- One-on-one telephonic coaching with Senior Performance Coaches
- 3 to 4 trainings and 4 to 6 coaching sessions



Peak Performance Wellness Coaching

Employees engaging with a Wellness Coach improve their health and ultimately reduce health costs. Almost two thirds of Members who engage with a Coach ultimately reach their wellness goals.

The Wellness Coaching Benefit includes:

- One-on-one coaching and counseling from an integrated team of coaches and clinicians
- Coaching for Fitness, Nutrition, Weight Loss, Stress, Tobacco Cessation and Drugs & Alcohol
- Frequent messages via our Automated Digital Communication System to create employee awareness of behavioral health risks



Grow
Develop
Support
Retain



Benefits to your organization

ESI's, Skillsoft's and industry analysts' experiences show that:

- 9 out of 10 learners indicated that this **training was helpful** in their career development
- Over 85% **applied knowledge and skills** gained from these training programs within 6 weeks
- Highly engaged employees can help **business grow 2.5 times** greater than their competitors
- Organizations with highly engaged employees see a **40% reduction in turnover**
- Individual **productivity increased by 17%** on average
- Organizational Key Performance Indicators such as customer satisfaction, product quality, sales, and costs **improved by 8-10%**

New optional benefits are designed to help each and every employee to:

- Increase their business skills
- Develop professional expertise
- Improve personal & professional productivity
- Increase confidence and engagement in their work
- Enhance their personal life
- Improve their health



Purchase Options

The Fortune Top 100 Places to Work report showed that top companies invest over \$1,000 per employee per year or more to train and develop talent. ESI's buying power leveraged over more than a million Members translates to extremely affordable rates. ESI clients can purchase:

- Employee Development Benefit (includes Knowledge Center and Personal and Professional Coaching)
- Wellness Coaching Benefit
- The total Peak Performance Package for greatest savings



TotalCare EAP
Public Safety EAP
Educators' EAP
Higher Ed EAP
HealthCare EAP
Union AP
TotalCare Wellness

800.252.4555 • 800.225.2527

www.theEAP.com

www.PublicSafetyEAP.com

www.EducatorsEAP.com

www.HealthcareEAP.com

www.HigherEdEAP.com