

For further information

To find out more about how this e-learning package could be used to promote productivity and performance in your company please contact:

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What participants have said:

The training was very enjoyable and it was easy to apply what I learnt to my workplace

Excellent. I found it very informative and appropriate

A lot of complex knowledge was imparted, and good practical exercises were used

Presentation of the business case helped to me to acquire unique knowledge



Training managers to deal with the problematic use of alcohol and drugs by the people they manage

An e-learning approach

WORK2HEALTH



BAARTRAAIJMAKERS



NOFER INSTITUTE OF OCCUPATIONAL MEDICINE



How well do managers deal with the problematic use of alcohol and drugs by the people they manage?

There is now clear evidence linking a reduction in performance and productivity in the workplace with alcohol and drug use. This reduction is as a result of moderate consumption, but at the wrong time!

With statistics continuing to show a rise in workplace problems caused by substance use by employees in their leisure time, many managers say this is one of the main personnel issues they feel least equipped to deal with.

With various countries reporting similar experiences, the Leonardo Programme, part of the EC's Lifelong Learning Programme, has commissioned a project called MEPMIS – Maximising Employee Potential by Minimising the Impact of Substances. The project provides managers with the knowledge and confidence to take appropriate action at an early stage.

The project has created an engaging and interactive training package accessed through an e-learning platform. This teaches line managers the practical ways in which they can help minimize the impact that the problematic use of alcohol and drugs has on their organization. Designed for managers in small and medium size enterprises, it is being adapted to meet the needs of managers in large enterprises. In particular the case studies developed around three separate companies can be redrafted to reflect issues that might arise within different departments of any given company.

E-learning can be a more cost effective way to deliver classroom based training especially for large organisations as experience in companies such as Dow Corning and Ernst and Young has shown (Sheppard 2002 and Hall 2000).

The e-learning can be used flexibly. Requiring around 5 hours of time to complete, a manager can access the learning resource at times which suit them and can enter and leave the site having saved their progress – also enabling managers working a shift pattern to become involved in the training.

Other groups who would benefit from the training include health and safety managers, human resources and occupational health professionals.

Tools can be put in place to enable senior managers to monitor the progress of managers through the learning process and measure levels of engagement and understanding.

Current language availability

The e-learning is currently available in English, Dutch, Hungarian, Italian and Polish.

Other languages can be offered.