

Leadership Coaching



ICAS's Model for Executive Support

Management and Leadership Training

(part of external services offered by our Employee Assistance Program EAP)

- Managers use our EAP when confronted with employee problems such as performance, behavior, health and well-being (i.e. burn-out, depression, addiction). ICAS's expert counselors support managers in recognizing, evaluating and solving difficult situations. They develop a plan of action suitable for the organization as well as the affected employee.
- When faced with more complex management issues which necessitate strong leadership skills, executives have phone access to highly trained coaches with years of leadership experience. Managers can get advice on questions regarding personal management style, work and performance issues, conflicts, organizational changes, crisis within an organization, sexual harassment, workplace bullying, suicide, violence and major accidents. Issues in any of these areas can be discussed during a telephone consultation or personal coaching session.

One-on-one coaching is an excellent way to evaluate leadership style and strategies to address personal and professional challenges. The goal is to maximize personal skills and resources and develop integrity, authenticity and other important leadership qualities.

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Service Module in addition to ICAS's external EAP services

Executive Training Programs – *can be combined, i.e. when an organization is undergoing major leadership restructuring*

ICAS's executive coaching programs offer well-structured development and implementation of goal-oriented and inspiring leadership. Managers are trained to develop confidence, act with clarity and competently solve difficult situations and problems. This results in a more productive, positive business climate, promoting lasting success and better health and well-being of all employees.

Like any employee, executives are encouraged to contact one of ICAS's counselors at any time, 24/7, for advice on personal problems and concerns. This can reduce stress and minimize health risks.

To learn more about our executive coaching, please contact us: info@icas-eap.com

Germany:

ICAS Deutschland GmbH
Tel. +49 (0)69 663 77 980

Switzerland:

ICAS Schweiz AG
Tel. +41 (0)44 878 30 00

Austria:

ICAS Austria GmbH
Tel. +43 (0)1 208 72 52

Italy:

ICAS Italia SRL
Tel. +39 02 467 12 729

Luxembourg:

ICAS Luxembourg SARL
Tel. +352 26 19 65 64