



developing people



ICAS WELLBEING



*"We have a successful working partnership with AXA ICAS in fourteen countries across Europe. There are many linguistic, cultural and business challenges intensified by the sensitive issue of mental health, yet together we have developed an integrated and practical service that is valued by employees and leaders alike."*  
DuPont Europe

Whether learning how to work more effectively in a team, or understanding how to manage or diffuse conflict, AXA ICAS can help people develop behaviours that will improve their ability both at work and in life generally.

Our people development programmes focus on key personal and behavioural issues to enhance the productivity and performance of employees.

From highly specialised and individual interventions for key managers and executives to group based programmes for staff, AXA ICAS consultants and trainers are committed to helping organisations protect their investment in people.





## Coaching and Mentoring

AXA ICAS provides individually tailored programmes that help senior managers identify key needs and goals. Clients are matched with a coach of similar experience and the relevant professional skills to work through issues, seek solutions and return to peak performance. AXA ICAS's personal coaching service can provide a framework for helping senior managers develop their leadership skills, using a selection of psychometric tools if appropriate.

## Management Training

Bespoke programmes address issues such as team development, team conflict, managing change or dealing with absence. AXA ICAS helps managers develop their people skills and enhance their confidence and ability to manage others effectively. Our consultative approach helps us to provide proven, often unconventional, solutions tailored to resolve your organisation's specific concerns.

## Employee Training

Frequently your employees are faced with situations they are unable to deal with effectively. AXA ICAS can provide the skills, knowledge and psychological framework to change behaviour and enhance your employees' ability to deal constructively with workplace changes and challenges.

- **Teamworking** - Learning to work better within a team. The behavioural skills of employees are developed to allow them to perform more effectively as part of a working group.
- **Dealing with Change** - For many people, changes in the workplace are unwelcome. AXA ICAS works with employees to help them manage personal change effectively and turn problems into opportunities.
- **Dignity and Diversity** - By enhancing people skills in a variety of areas employees can communicate more effectively, learn how to manage the increasing pressures of work and deal with organisational change. As a result employees think more about their behaviour in the workplace, are less likely to be insensitive to others and are more likely to be willing and able to tackle inappropriate behaviour effectively.
- **Pre-Retirement Planning** - Retirement planning workshops help employees and their partners consider the financial and health aspects of retirement. Well-timed retirement planning encourages a more pro-active approach to retirement whilst maintaining their productivity at work.

## About AXA ICAS

AXA ICAS is a global provider of employee support and health and wellbeing services that can help you improve morale, reduce risk and deliver increased productivity across your organisation.

Our three core areas are employee assistance and wellbeing programmes, sickness absence management and occupational health. These areas are further supported by our tailored consultancy and training services, which can help you identify behavioural risks and improve performance, and our crisis management services, which can help your organisation prepare for, respond to and recover from critical incidents and trauma.

By choosing us you have the reassurance of dealing with one of the world's leading providers of employee support services. We own and operate businesses in the UK, Southern Africa and Spain and have a network of providers and affiliates covering more than 30 countries across six continents. Together we provide employee support services to more than 1,700 corporate clients, covering 1.8 million employees around the world.

## Talk to us

If you are looking to improve the productivity and performance of your organisation through an investment in people, AXA ICAS, the leading Behavioural Risk Management company, can help.

[www.axa-icas.com](http://www.axa-icas.com) or call 01908 285200

Supporting Employees | Managing Crises | Developing People | Managing Risk | Managing Absence | Managing Stress

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