



**Specialist employee support
for life's toughest challenges**



Founded in 2014, Beyond EAP provides specialist employee support for life's toughest challenges.

Our clinically-qualified and experienced team help global companies support and retain talented employees in the wake of life's most complex and personally challenging situations.

These include parental issues, loss and trauma, and after critical health diagnoses.

Why Beyond EAP?

Our fully bespoke services go **beyond** the confines of traditional Employee Assistance Programmes (**EAP**), to provide **deeply knowledgeable, empathetic** and **experienced support** that builds resilience and promotes sustainable wellbeing.

The result? Employees can retain the careers they've worked hard for, as their employers benefit from **increased engagement, strengthened loyalty**, and a **valuable reputation for investing in employee welfare**.

Our diverse range of services are easily accessed via HR referral or management signposting, and our streamlined approach delivers **unified employee support**, just when it's needed most.

Find out more – and download free employer resources – on our website.

beyonddeap.co.uk



How does Beyond EAP support employees and their companies?

Challenges like loss and trauma are part of being human. Yet many employees feel uncomfortable discussing intense personal issues in the workplace, and it can be extremely challenging for employers to manage them effectively.

However, the right support is critical to the employee's **wellbeing, recovery, and long-term engagement at work**. In turn, employers benefit from **increased staff retention** and **reduced training costs**, as well as a valuable reputation as a **company that invests in employee welfare**.

Our specialist support comprises three distinct service categories, which include:

1

Parental Coaching and Support

We guide employees through the full parental lifecycle, from starting a family and managing associated leave to navigating sudden and ongoing challenges, including parenting neurodiverse children.

2

Trauma, Loss and Bereavement Support

Our qualified Counsellors and EMDR trauma therapists deliver timely and clinically-informed support when employees experience loss, trauma, or critical life events.

3

Post-Diagnosis Health Coaching

Using innovative therapeutic tools including nutritional psychiatry, we help employees adjust to a life-changing diagnosis, disability, or permanent health condition.

Note: We have designed an exclusive 90-minute training workshop for line managers supporting employees taking maternity leave. The session is delivered live by a qualified member of the Beyond EAP team, either in person or via a virtual meeting platform (such as Teams).

Each of our services can be provided as a standalone programme, or integrated as part of a fully bespoke, seamlessly unified employee coaching or support strategy.

To learn more about our specialist employee support and training workshops, please visit our website or contact us for a confidential and non-obligatory discussion.

Meet the Beyond EAP team

Sandie Dennis founded Beyond EAP in 2014, after recognising the need for a service that addresses life's toughest challenges in a workplace context.

A trained Coach, EMDR therapist and qualified counsellor, Sandie also has extensive specialist training in loss, grief, and trauma. She is a celebrated speaker on employee mental health and workplace wellness, and is trained in diverse clinical methods, including nutritional psychiatry.

Sandie's own high-flying corporate background means she understands the varied challenges faced by companies and their employees, so her approach is grounded in both empathy and practicality.

Beyond EAP provides specialist, fully bespoke coaching and support services, delivered by a committed team of qualified experts with decades of experience.

Along with Sandie herself, our team comprises Jane Mitchell (Parental Coach and Employee Support Specialist) and Jane Smart (Parental Leave Coach).

As a team, Beyond EAP works harmoniously, to exacting professional and ethical standards. We bring valuable first-hand experience across high-performing private and public sector environments to support employees facing intense personal challenges. Our support extends to every employee, regardless of age, status, and personal background.

Find out more about the Beyond EAP team on our website.



Sandie Dennis



Jane Mitchell



Jane Smart





Delivering our specialist employee support services

Beyond EAP services are **individually personalised** and provided by a nominated member of our team, **whenever, wherever and however the employee works**: across time zones and inclusive of different working arrangements (such as on-site or remote). They may be delivered while the employee is on leave.

In all cases, no personal or clinical employee details are shared with employers, although HR (or equivalent management) will receive anonymised and high-level insights to inform their own approach.

We are able to scale and adapt our services in line with updated relevant legislation, as your organisation grows, and/or as internal policy requirements change.

We are ready for, and responsive to, sudden changes in our support programmes. Sometimes challenging events occur together, such as new parenthood and a surprise bereavement. Our extensive and wide-ranging expertise means sudden or unexpected changes can be incorporated into a pre-existing support programme, to minimise disruption and keep progress on track.

For detailed information or to ask questions about our service delivery, please contact us for a confidential and non-obligatory discussion.



Beyond EAP is ready, able and qualified to meet your employee support needs.

Our team's combined credentials cover a wide range of specialist areas, so we can deliver the right support, at the right time.

Specific qualifications and accolades include:

- ILM Certified Business Coach & Mentor
- CEDR Workplace Mediator
- Psychodynamic Counsellor (MBACP Accredited)
- EMDR / TRE Practitioner (Trauma Therapy)
- Loss and Bereavement Specialist
- Neuro-Linguistic Programming (NLP) Practitioner
- Transgender Specialist
- Child and Adolescent Psychotherapy
- Nutritional Psychiatry
- Clinical Supervision
- One of Many™ Certified Women's Coach
- Corporate Coaching Diploma
- Applied Neuroscience
- Workplace Mindfulness Specialist

We operate within recognised professional, ethical, and safeguarding frameworks, to provide professional reassurance and psychological safety.

Please contact us if you would like more information about our team's individual credentials.

Who do Beyond EAP help?

“Beyond EAP has really helped many of our employees...giving them confidence to address the challenges returning to work can bring. The team has also worked with people to help them cope with bereavement, which has been invaluable and to those facing an uncertain future.” Karen Chalmers - HR Director @ Winckworth Sherwood LLP

**Winckworth
Sherwood**

“Through structured coaching, I developed greater awareness of my thoughts, emotions, and physical signals, enabling earlier intervention and more effective self-regulation. The coaching strengthened my ability to recognise limits, prevent burnout, and manage challenges more sustainably.” Danni Randall, HR & Development Advisor @ Hidden Hearing

Hidden Hearing

“The coaching provided support and practical solutions throughout my maternity leave, and ongoing access to support during the return-to-work phase reduced uncertainty. The coaching reinforced the importance of supporting confidence, wellbeing, and a more sustainable return to work.” Jennifer Charles, Partner @ Watson Farley & Williams LLP

**WATSON FARLEY
&
WILLIAMS**

“The coaching provided practical and timely support across each stage of the maternity journey. On return, the coaching offered practical tools for managing workload, availability, and communication, enabling a healthier balance and a confident reintegration...” KT - Client Services Director @ Blackbridge

blackbridge

“The adoption support coaching helped me prepare for different possible outcomes and future scenarios. The balance of emotional support and forward-looking planning strengthened resilience and supported coping through a challenging transition.” Anon, @ Broadfield LLP

B Broadfield

“The trauma support sessions supported resilience, self-care, and energy management, contributing to improved coping, confidence, and longer-term wellbeing.” Anon, Associate @ Travers Smith LLP

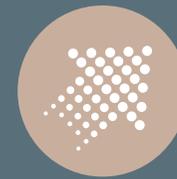
TRAVERS SMITH

“The bereavement support provided experienced guidance during an exceptionally difficult period...This support helped build self-awareness, emotional resilience, and the ability to move forward constructively following significant loss.” Andy Josephides, Manager @ BMJ

thebmj

If you'd like to start a conversation about your employee support strategy, we would genuinely love to hear from you. Our conversation will be completely confidential and with no further obligation on your part.

All feedback is shared with explicit consent. To read the full Testimonials and to find out more about Beyond EAP – and download free employer resources – on our website.



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