

BeyondEAP

Specialist employee support
for life's toughest challenges

sandie@beyondeap.co.uk

beyondeap.co.uk

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Founded by Sandie Dennis, Confidence to Return works closely and flexibly alongside business owners and HR professionals, to support valued employees facing personal issues and/or life challenges.

Non-exhaustive list of the issues we are trained and experienced to support

- Becoming a new parent
- Miscarriage, adoption, or conception issues
- Diagnosis of a disease, disorder, or terminal illness
- Loss, grief, and bereavement
- #MeToo, assault, rape
- Therapeutic or elective abortions
- Divorce
- Physical abuse and coercive control
- Anxiety and depression
- Burnout prevention
- Suicide
- Long Covid
- Imposter syndrome
- Witnessing a terrorist attack
- Caring responsibilities

In all cases, the focus is firmly upon supporting both the employee and the business, helping to prevent unnecessary sick leave, extended absence, and ultimately, the loss of a talented and experienced employee.

Sandie's Credentials

Confidence to Return is the preferred coaching organisation for a number of prominent City law firms and corporate entities.

An accomplished writer and speaker, Sandie is often quoted in media articles and corporate reports, and she regularly delivers group talks on a wide range of wellbeing topics. In 2018, she successfully delivered a speech for a House of Commons event, 'Women Returning to Work, and the Impact on the Gender Pay Gap'.

Sandie's qualifications and credentials include:

- ILM Level 5 certified Business Coach & Mentor
- Corporate Coaching Diploma
- Qualified Workplace Mediator
- CPCAB Counsellor
- Mental Health First Aider
- Loss and Bereavement Specialist
- Neuro-Linguistic Programming Practitioner
- Transgender Specialist
- TRE (Total Release Experience) Trauma Practitioner
- Accredited EMDR (Eye Movement Desensitization and Reprocessing) Practitioner
- Workplace Mindfulness Specialist
- Applied Neuroscience

Benefits of Working with Beyond EAP

Even without the global mental health crisis we are currently living through, can your company afford **not** to invest in the right employee support?

According to the Mental Health Foundation, an investment in personalised mental health interventions almost always lead **to huge financial benefits** (their example is a net return of £347,722 in savings from a £40,000 investment) due to reduced absenteeism, and lost productivity from employees working whilst ill, or presenteeism.

Support that goes beyond EAP

Our bespoke services go beyond the confines of traditional Employee Assistance Programmes (EAP), because they focus on complex, often traumatic issues that cannot be resolved by contacting a prescriptive helpline.

Future focus

Not only do we directly address issues such as these, but our services are positively focused on **prevention** and **emotional resilience**.

Our aim is to equip employees with an 'emotional toolkit' of **proven strategies** that mean they will be better able to navigate life – and in turn, work.

Through being offered the right mental health support themselves, many employees will go on to support others, also honing their development potential to become **future leaders**.

Depending on the circumstances, and the number of employees supported, we will offer a **free individual assessment** of up to one hour.

Please visit our website for more information about how we can help you, and to arrange a confidential chat with our founder, Sandie Dennis.



About Sandie

“If a valued member of your team came to you with a personal crisis, wouldn’t it be good to know that you could offer the support they need?”

I founded Beyond EAP because in a former life, I was that employee who needed help.”

Sandie’s personal struggles with loss and a complex, prolonged illness had sadly brought her successful publishing career to a premature end.

She realised that her employer did not have the resources or the know-how to offer the support she needed, but also that they were not alone. After witnessing many other talented people lose their careers to the effects of traumatic events, she decided to re-train as an employee support coach.

Through Beyond EAP, Sandie now successfully combines her extensive qualifications, her life lessons, and her knowledge and experience of the corporate world to provide vital support to employees, during times of emotional turbulence and change.

“The role of HR is becoming ever more challenging, with policies to uphold, and new employment legislation to account for all the time. All that is demanding enough, without also being expected to magically know how to deal with an employee facing a terminal illness or a bereavement, or how to support a new mum who is about to return to work after a long period of maternity leave.

There is no reason why a valued member of your team should have to lose a career they work so hard for, when with the right support, both they and you can deal with whatever challenges life decides to bring.”

Some of the firms we work with





Testimonials

“The ‘Beyond EAP’ programme is well structured and thought out, with a coach who really cares about you and your family life/career. Through the programme, I’ve learned that it is possible to successfully combine being a mother and having happy, thriving children with a rewarding career. I was given lots of tips and techniques for achieving this and making sure I look after my own wellbeing along the way.”

Kate Silverstein, Senior Associate, Watson Farley & Williams
(London-based international law firm)

“I met Sandie at a very difficult time in my life, when I didn’t think that I would ever get over my grief and sadness. I was unable to be at work, to be around friends or focus on my family. My grief was consuming me, I was barely eating or sleeping. Meeting Sandie has pretty much changed my life! I instantly clicked with her and felt comfortable, that is key with any coaching of this kind. I felt extremely comfortable with her and was so willing for this to work because that is how she made me feel, that I could get through this. That what I have been through does not need to define me. That is not to say that I don’t have difficult days but because of the tools and coping techniques that Sandie has provided me with, I can cope. I am getting better every day; it is hard going but I feel I have come so far in six weeks and people even tell me that I look different.

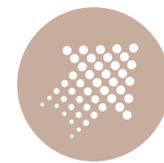
I am now back at work (and functioning) and felt confident returning to work. I am working on being kind to myself and being present and in the moment for my family. I have goals to work towards now and I have... well I have a purpose now. I know what I need to do to keep me well and to keep my family together.”

Legal Secretary, London

“I know what I need to do to keep me well and to keep my family together”

“We have been referring employees to Sandie over the last 12 months or so and, in all cases, our employees have reported significant benefit from the support and strategies that Sandie has introduced them to. From an employer’s perspective this has resulted in observable changes in behaviour and wellbeing in the workplace, resulting in positive outcomes for both the company and the employee.”

Head of Development, Hidden Hearing Ltd.



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www.beyonddeap.co.uk



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