



BeyondEAP

Specialist employee support
for life's toughest challenges

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A UK-based company with global reach, Beyond EAP works with forward-thinking HR leaders, to provide personal, resilience-based employee support that goes beyond the confines of traditional Employee Assistance Programmes (EAP).

Designed and delivered by trained, experienced professionals, our specialist services are designed to help employees who are struggling with complex and/or traumatic issues. The opposite of a 'one size fits all' approach, our sessions are individually tailored to the needs of each employee (or employees), based on your referral.

We also channel our diverse expertise into online training that guides line-managers simply and clearly through common employee-related concerns, such as maternity leave.



These include:

Employee Coaching

- Becoming a new parent
- Maternity coaching - maternity leave support
- Paternity support coaching
- Fertility and conception coaching support
- Adoption coaching support
- One of Many® coaching
- Confidence: managing "impostor syndrome"
- Burnout prevention coaching support
- Resilience building
- Return to work support coaching
- Workplace wellness coaching
- Corporate wellbeing solutions

Employee Support

As complex trauma specialists we support areas such as:

- Parental birth trauma specialists - Postnatal, post-traumatic stress disorder (PTSD) for both parents
- Miscarriage, stillbirth or neonatal death
- Therapeutic or elective abortion
- Loss, grief, and bereavement
- Diagnosis of a disease, disorder, or terminal illness
- Caring responsibilities, including supporting a loved one's long-term illness
- The aftermath of suicide

- Phased return guidance
- Assault, abuse, coercive control, sexual harassment, and rape
- Sexual misconduct support
- Divorce, or a traumatic relationship break-up
- Perimenopause support
- Debt issues
- Gambling addiction support (via a third-party)
- Anger Management
- Substance misuse issues
- Burnout prevention support
- Mental health support - Stress, anxiety, and depression
- Wellness and wellbeing support
- Long Covid - Returning to work
- Being a victim of any crime
- Witnessing a terrorist attack or wartime attack
- Employee conflict resolution
- Redundancy coaching and support

Our bespoke programmes of support may include accredited trauma therapies including EMDR.

In all cases, our focus is firmly upon supporting both the employee and the business. Addressing complex and/or traumatic issues not only helps the employee from a personal point of view, but from a business perspective it also helps to prevent unnecessary sick leave, extended absence, and ultimately, the loss of a talented and experienced employee.

Meet the team

Sandie Dennis is a qualified coach, counsellor, trauma and EMDR specialist, and a noted speaker on employee mental health issues and workplace wellness.

A former corporate high-flier herself, Sandie founded Beyond EAP in 2014. Leading with empathy and understanding, her passion is helping employees to build the resilience and confidence they need to sustainably re-emerge into their lives and work.

By popular request, Sandie has also channelled her extensive experience as a corporate maternity coach into Beyond EAP's first online training course for line-managers: **How to Successfully Support Employees Through Maternity Leave... and Beyond.**

The diverse range of qualified expertise offered by Beyond EAP encompasses not only Sandie's own impressive credentials...but those of Jane Mitchell, Employee Support Specialist, and Jane Smart, Employee Maternity Leave Coach.

The Beyond EAP team can also demonstrate valuable first-hand experience working in both private and public sector environments, and with employees of all ages and backgrounds.



Sandie Dennis



Jane Smart



Jane Mitchell

Working to exactly high professional standards, each Beyond EAP specialist shares core values that mean employees feel fully respected and supported during their bespoke programme of sessions. Meanwhile, their organisations benefit from a higher employee retention rate, decreased recruitment and training costs, and a reputation for offering timely, targeted support that means they can be viewed as true employers of choice.

Qualifications and Expertise

The team's combined credentials cover a wide and diverse range of specialisms, to provide the right support for the specific challenges faced by your employees.

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

Some of the firms we work with



Real-world examples of the support Beyond EAP offers

- Supporting an employee to return to work after the sudden death of a life partner
- Encouraging a manager to tell colleagues about a terminal cancer diagnosis
- Bringing a team together to understand loss after a colleague's death by suicide
- Helping a new parent after the trauma of a difficult birth
- Counselling a lawyer who has been told she cannot have children
- Reviewing the options for an employee diagnosed with a chronic illness
- Using techniques to lessen trauma in someone who was robbed in the street
- Repairing self-worth in a young employee groped at an office party (#MeToo)
- Developing coping strategies for a man facing a challenging divorce
- Creating clarity to a bereaved employee's work options after a personal loss
- Helping an employee recover from trauma after a terrorist attack



Timely, reliable support that goes Beyond EAP

As you have seen, our bespoke coaching and support services focus on complex, often traumatic issues that cannot be resolved by calling a prescriptive helpline.

We understand the importance of receiving the right support, quickly. So when we are notified about an employee requiring our help, we will contact them either on the same day or the next.

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



Future focus

Our services are positively focused on prevention and emotional resilience. We work 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.

Please visit our website for more information about our services, to view and purchase our training courses, and download free resources. You can also contact us for a confidential discussion about how Beyond EAP could help you address a particular employee-related challenge.



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, Partner, Watson Farley & Williams
(London-based international law firm)

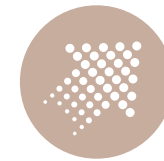
“I worked with Beyond EAP at a very difficult time in my life, when I didn’t think that I would ever get over my grief and sadness. I was unable to be at work, to be around friends or focus on my family. My grief was consuming me, I was barely eating or sleeping. Beyond EAP has pretty much changed my life! I instantly clicked with my coach 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 I was immediately made to feel 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 Beyond EAP 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

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“We have been referring employees to Beyond EAP over the last 12 months or so and, in all cases, our employees have reported significant benefit from the support and strategies that they have been 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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