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The supervisor/
management
newsletter of
INVEST EAP

A L E A D E R P

Supporting a Healthy Organization

Building Your Support Teams

You are a leader of your business or organization, and as a leader you have a lot of responsibilities on your shoulders. Sometimes the burden of having to deal with everything on your own can feel awfully heavy. And we are often reluctant to burden others with our problems. "We try to convince ourselves that we can figure it out on our own," says Janae Janik, a professional in the field of building teams.

"As a leader, you need a support team – your own "safety net" of trusted individuals whom you can count on to advise you, teach you, and assist you – and to catch you before you fall," writes Brad Sugars for entrepreneur.com.

CREATING YOUR PROFESSIONAL SUPPORT TEAM

Finding support staff, advisors, and specialists you want and need for your team can come from three different sources.

SOME YOU HIRE – Some members of your support team will be staff at your own business or organization. These members might include administrative staff, legal staff, technical



advisors, human resource people, and so on. Reach out to them for their expertise and consider their advice – you never know what wisdom might be found by simply asking others in your own organization.

SOME YOU PAY FOR – Sometimes you may need help

outside the expertise of your own organization. Don't be afraid to pay for professional guidance and experience. In the long run, money spent for top notch support now might save lots of money and lots of headaches down the road.

SOME YOU REACH THROUGH



NETWORKING AND OUTREACH – Reach out to others in the same business or type of organization you lead. Not only is this a chance to find someone to listen to your issues and challenges, but also a chance to see how others have successfully dealt with challenges similar to your own. Go to trade shows, join business or organizational clubs and associations – get out there and share your knowledge and concerns.

BUILDING YOUR PERSONAL SUPPORT TEAM

You are not only a leader of

your business or organization – you are also a human being with the full range of wants and needs that all people share. And in personal life, as in professional life, it is often easy to fall into the trap of feeling that we must do it all on our own.

Says Naomi Morgan, an executive coach, “You can’t figure everything out on your own. No one can. ...It’s absolutely okay to ask for help.” Sometimes all we need is for someone to just listen. It may seem a bit intimidating at first,

but reaching out to the people who know us best, such as close friends and family, might be a great starting point.

DON'T FORGET YOUR EAP

EAP Management Consultations are a reliable resource for professional support. EAP consultants are confidential thinking partners to navigate difficult decisions, manage personnel challenges, improve work-place culture, and help you, as a leader, avoid or overcome burnout. Additionally, EAP counselors are your line of support for personal challenges such as work life balance, mental health well-being, and so much more.

SUMMARY

Whether you are facing work-related matters, emotional issues, health and fitness challenges, or mental health problems, there are people available who can offer support, advice, and expertise to you personally just like there are experts who can help your business. There is so much to gain from support in both your professional and personal life. Reach out.

RECOMMENDED READING

Bregman, P. (2019). The best leaders aren't afraid to ask for help. Harvard Business Review. <https://hbr.org/2019/01/the-best-leaders-arent-afraid-to-ask-for-help>

Booher, D. (2018). How strong leaders ask for help. Forbes Magazine. <https://www.forbes.com/sites/womensmedia/2018/08/28/how-strong-leaders-ask-for-help/?sh=58ba2ee8467b>

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EAP SERVICES

EAP is here to help. For more information about articles in this newsletter, or any other EAP-related topic, please call one of our trained counselors at our toll-free number:

For Management Consultations please call our VIP line: 1-888-392-0050

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