### Strategically Addressing the Issues

<table>
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<tr>
<th>The Organizational Challenge</th>
<th>Suggestions for Strategic Action</th>
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| Changing and increasing workplace demands with fewer resources  | • increase flexibility in tasks and processes  
• continuously prepare for modifications  
• use practices that encourage wellbeing |
| Lack of training for managers to address complex issues           | • create a learning organization  
• use a manager as coach approach  
• offer Wellness Works training for managers |
| Ineffective management approaches to interpersonal problems      | • apply programs so civility and respect are the norm  
• use Wellness Works Themed Approach with all employees on a regular basis |
| Hiring people managers without considering emotional intelligence (EI) | • place EI as competency for hiring and ongoing performance management  
• ensure all training for managers uses an EI approach |
| High workplace mental health risk factors, low protective factors | • educate about impact on individual employees  
• plan to address all factors strategically  
• immediately address one factor |
| Systemic stigma and discrimination                               | • provide contact learning opportunities for stigma reduction, e.g. Wellness Works  
• use an anti-discrimination lens to audit of policies and processes |
| Disability management processes that contribute to illness       | • implement a quantitative and qualitative audit of disability management systems  
• make adjustments to increase return to work and stay at work success |

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