

## Re-integration 1<sup>st</sup> track

1<sup>st</sup> track re-integration is to find another function within the own organization for underworked employees. Re-integration is a duty of both employer and employee. Of both is expected an active attitude and effort at (partial) incapacity for work and the prevention of it. Research shows that a fast intervention at incapacity for work leads to result for all those involved.



When an employee drops out because of complaints, the personal approach of HetWerkt can offer a solution. An experienced coach starts a tailor-made re-integration programme with focus on the employee's skills and personal characteristics are central.

The employee will be made aware of the own attitude, the choices made by him, and the pitfalls he encounters at work. Through this understanding, the employee will be able to resume work and will not drop out again with complaints

You wish to learn more about this training? +31 (0)541 - 663 029 or [info@jahetwerkt.nl](mailto:info@jahetwerkt.nl)

## Procedure

The re-integration programme with a coach of HetWerkt follows a transparent approach and a clear schedule. Only 'talking' does not solve many things.

## Fixed components of the re-integration programme

- Get experience;
- Bring developments into practice;
- Practise improved skills;
- Understanding, analysis, and action.

You will be stimulated to work with concrete plans and alternatives, with which practical support is possible. Various models and thinking methods from the world of coaching, psychology, management, marketing, and didactic are checked against the concept: promoting acceptance,

positive setting, and ability to reframe, stimulate qualities and focus on outcome. Only components that form a surplus value will be applied.

The guidance in the re-integration program focuses primarily on the development process from the conviction that everyone has the necessary sources required to solve a problem, and that problems which you solve yourself are better than offered wisdom.

## Outcome

A successful re-integration in the own work space within the organization, without a chance of drop out because of the same syndrome.

## Specifications

### Programme period

Depending on the case, both content and period are set.