

# Empowering Managers to Support Employees with Confidence



Supporting employees who may be struggling with substance use is one of the most challenging issues leaders face. ALAViDA's Workplace Support Hub offers managers and supervisors access to on-demand coaching and tools to recognize early warning signs, navigate sensitive conversations, and connect employees with the right support — all while staying within legal and organizational guidelines.

Through a blend of expert-led modules, coaching, engaging videos, and practical tip sheets, managers are empowered to take proactive, informed actions that strengthen team wellbeing, reduce risks, and maintain a productive, safe working environment.

## Inside the Training Hub

Flexible, self-paced learning packed with expert insights, practical toolkits, and proven strategies. The Support Hub is organized into focused modules covering:

- **Understanding Substance Use:** Basics of substance use, problematic patterns, harm reduction vs. abstinence, and workplace impacts, including remote settings.
- **Creating an Environment of Support:** Reducing stigma, managing stressors, promoting support options, and introducing dry or damp months.
- **How to Support a Team Member:** Spotting warning signs, addressing performance with compassion, and referring employees to support.
- **Having Difficult Conversations:** Step-by-step conversation frameworks, active listening techniques, and how to document concerns effectively.



### Why it matters:

- Reduce workplace safety risks
- Build a stigma-free, supportive culture
- Ensure managers act within legal boundaries
- Improve employee engagement and retention

## Accessible. Practical. Actionable.

With ALAViDA's Workplace Support Hub, managers gain immediate access to expert resources and on-demand coaching, giving them the confidence to navigate employee wellbeing and workplace challenges while building stronger, more supported teams.