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Encompass Created to Help Cincinnati Businesses Manage Mental Health in the Workplace

CINCINNATI – Encompass, an affiliate of Greater Cincinnati Behavioral Health Services (GCB), is opening its doors this winter to help businesses manage mental health in the workplace. Encompass is hosting its launch event, “Mental Health and Your Business: Creating Workplace Resiliency,” on Feb. 24, from 7:30 - 9 a.m. at the Cincinnati Chamber of Commerce. The event will include a presentation by Dr. Tracey Skale, panelist for the PBS special, *Minds On The Edge*.

The mission of Encompass is to provide employers with expert training and consulting for early identification and remediation of mental health issues in the workplace. Encompass provides both virtual and live training programs and expert advice for employers to show them how to address mental health in the workplace, ultimately allowing them to reduce healthcare costs, litigation and loss of revenue due to less productivity.

Encompass can help an organization establish policies that will set a framework to encourage positive change in the workplace. They will also help employers leverage both internal and external resources that are available to them. Encompass can show an organization how to foster a culture that creates healthy people and a healthy environment. Finally, Encompass provides training to employers so they can recognize when someone may be struggling, helping them to get the right service to the right people at the right time.

Debbie Dutton-Lambert, Founder and Chief Executive of Encompass Training and Consulting and Chief Vocational Officer of GCB has an MBA in addition to being a licensed professional counselor with the Ohio Counselor and Social Worker Board and a Nationally Certified Rehabilitation Counselor through the CRCC. She is recognized as an expert in vocational rehabilitation of people with mental illness.

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“Based on our experience and research, we discovered there is a great need for this kind of service in the business world,” said Dutton-Lambert. “Unaddressed Mental Health issues continue to be the leading cause of disability and lost productivity, costing employers millions of dollars a year. What employers don’t realize is that facing mental health problems head on costs far less than not addressing them at all. We believe our services can help effectively address mental health issues, and increase productivity and, ultimately, the financial health of an organization.”

The Encompass training and consulting service is grounded in a change management model. This model will be used to enhance employee resiliency and remove stigma. The bottom line is to improve the mental health of the employees and financial strength of the organization. Services can be customized to develop a strategy to best fit a business’ needs.

About Encompass

Encompass is an affiliate of GCB. The individuals involved in Encompass have a 30-year history of using their expertise and extensive knowledge of behavioral health to develop effective work strategies for employees with mental health problems. They have worked with hundreds of employers in the area to develop disability management plans for troubled employees.

For more information visit www.encompassworkplacesolutions.com.

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