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Nota di contenuto	Employee Well-being Support A Workplace Resource; Contents; About the Editors; List of Contributors; Foreword - The Fourth Wave; Acknowledgements; INTRODUCTION Adapting to Change Andrew Kinder, Rick Hughes and Cary L. Cooper; PART 1 Organisational Behaviour Issues and Well-being; CHAPTER 1 In Consideration of a Toxic Workplace: a Suitable Place for Treatment Michael Walton; CHAPTER 2 Leading to a Healthy Workplace E. Kevin Kelloway, Mike Teed and Matt Prosser CHAPTER 3 Understanding and Improving Psychological Well-being for Individual and Organisational Effectiveness Ivan Robertson and Gordon Tinline CHAPTER 4 Employee Well-being: the Heart of Positive Organizational Behavior Debra L. Nelson, Laura M. Little and M. Lance Frazier; CHAPTER 5 Employee Support Strategies in Large Organisations Steve Boorman; CHAPTER 6 Coaching Skills for Managers Gladeana

McMahon; CHAPTER 7 Behaviour Risk Management Sharon Clarke; CHAPTER 8 Positive Coping Strategies at Work Philip Dewe CHAPTER 9 Organisational Duty of Care: Workplace Counselling as a Shield against Litigation? Peter Jenkins CHAPTER 10 Managing Diversity David Weaver; CHAPTER 11 Understanding Mental Health - a Guide for All Employees Andrew Buckley; PART 2 Responding to Specific Organisational Challenges; CHAPTER 12 Organisational Responses to Traumatic Incidents Alison Dunn; CHAPTER 13 Managing Suicide and Sudden Death within Organisations Andrew Kinder and Emily Duval; CHAPTER 14 Bullying and Mistreatment at Work: How Managers May Prevent and Manage Such Problems Sta'le Einarsen and Helge Hoel CHAPTER 15 Counselling and Coaching in Organisations: An Integrative Multi-Level Approach Vanja Orlans CHAPTER 16 What Makes a Good Employee Assistance Programme? Mark A. Winwood and Stephanie Beer; CHAPTER 17 Tackling the Macho Culture Mark Brayne and Neil Greenberg; PART 3 Mental Health, Emotions and Work; CHAPTER 18 Rehabilitation of Mental Health Disabilities David Wright; CHAPTER 19 An Organisational Approach to the Rehabilitation of Employees following Stress-Related Illness<sup>1</sup> Louise Thomson and Jo Rick CHAPTER 20 Stress Management for Employees: an Evidence-based Approach Stephen Palmer and Kristina Gyllensten CHAPTER 21 Perspectives on Managing Workplace Conflict Tony Buon; CHAPTER 22 Whose Agenda Does Workplace Counselling Serve? Rick Hughes; CHAPTER 23 The Emergence of Coaching as a New Profession and Its Global Influence Patrick Williams; CHAPTER 24 Mentoring and Employee Well-being David Clutterbuck; CHAPTER 25 Building Resilience - An Organisational Cultural Approach to Mental Health and Well-being at Work: A Primary Prevention Programme Derek Mowbray; Index

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## Sommario/riassunto

Employees have a set of needs as part of the 'psychological contract' of employment. However, organizations operate for a reason and they too have agendas and needs. It is how the two come together that determines the capacity for good human relations and optimum productivity. Employee Well-being Support is an edited collection of expert contributions that explores all key issues in this increasingly critical area.

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