



recovery friendly workplaces

Recovery Coach Academy



Naetha Uren

© **“RECOVERY is good for BUSINESS”**

TODAY

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- Who am I? Why I do what I do?
- Addiction v/s Recovery
- What are Recovery Friendly Workplaces?
- What does a Recovery Friendly Workplace look like?
- How do we go about doing this TOGETHER

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About me

Recovery
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Academy



CEO – Recovery Coach Academy &
Executive Director of Recovery Coach Community CIC

We are the ONLY CCAR Recovery Coach Professional
Facilitators in the UK

CHAMPIONING CHANGE with RECOVERY FRIENDLY
WORKPLACES

MISSION:

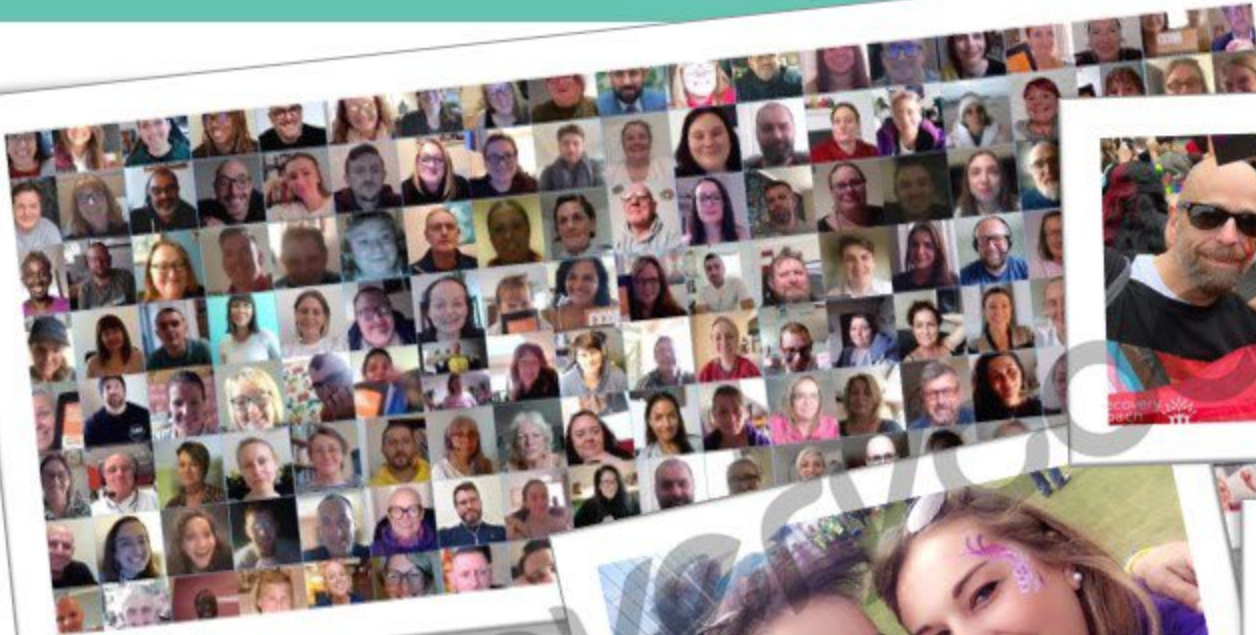
To POSITIVELY promote recovery & Recovery Coaching

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Recovery is GLOBAL

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Addiction is NOT RECOVERY

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Contrary to what some may think, **addiction** is not a **moral failing** or **lack of willpower**. It is, however, a chronic and complex disease that affects the brain's reward system.

Addiction is a chronic disease characterized by drug seeking and use that is compulsive, or difficult to control, despite harmful consequences.

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RECOVERY IS POSSIBLE

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Only **10%** of people with substance use disorders receive traditional treatment services

There are multiple pathways to recovery.

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RECOVERY



Recovery coaching brings services upstream and helps people who are still employed, live at home with their families and have supportive relationships. Coaching services can also be used before, during, after or in lieu of treatment.

RECOVERY IS: “A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.”

The logo for Recovery Friendly Workplaces features the text "recovery friendly workplaces" in a lowercase, sans-serif font. The word "recovery" is in orange, "friendly" is in teal, and "workplaces" is in dark blue. To the left of the text is a circular graphic consisting of three concentric arcs in teal, orange, and teal.

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Treatment is ONLY part of Recovery

- Treatment INITIATES recovery
- Individuals & affected others maintain and sustain recovery where they live, play & work, in:
 - the community
 - in education settings
 - in **PLACES OF EMPLOYMENT**

WORKPLACE INITIATIVES

- Mental Health
- Men's Suicide
- Menopause
- Obesity
- Health Eating



It's **TIME** to **POSITIVELY PROMOTE RECOVERY** in the **WORKPLACE.**

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WHAT IS A RECOVERY FRIENDLY WORKPLACE?



- Strives to end discrimination surrounding addiction & Recovery
- Opens new doors & removes barriers to Recovery
- Supports individuals to maintain & sustain recovery regardless of the pathway
- All while ensuring that all people in recovery, and people seeking recovery, are treated with **dignity & respect**

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WHAT IS A RECOVERY FRIENDLY WORKPLACE?



Living and working in recovery from alcohol and other substances (gambling) is an ongoing journey for individuals and those impacted by it. It requires integrated support for sustained recovery of which employment is a pivotal catalyst for financial and societal independence.

- While the cost of untreated substance use disorder can be high, **recovery is good for business!**
- Employees in recovery improve productivity, decrease healthcare costs and reduce workplace injuries.

Examples of Recovery Friendly Workplace Practices:

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Becoming a Recovery Friendly Workplace promotes the physical health and mental wellness of your employees. Now that you've made the commitment to becoming a Recovery Friendly Workplace, ensure that your employees know!

- Making a companywide declaration will increase awareness of your commitment to the Recovery Friendly Workplaces initiative.



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Examples of Recovery Friendly Workplace Practices:



- Share the Recovery Friendly Workplace Initiative with new employees.
- Ensure that current employees are aware of recovery support (for individuals & family members)
- Be proactive in addressing substance use disorder related issues.
- Provide employees with resources to support recovery for themselves and their families.
- Work with a local Recovery Community Organization to offer on-demand Recovery Coaching Services.

Recovery Friendly Workplace Culture



Here are some additional ideas to establish an ongoing Recovery Friendly Workplace culture:

- Participate in prevention and/or recovery focused community event each year (UK RECOVERY WALK, LONDON, September 2024)
- Provide recovery education in addition to mental health and self-care education
- Establish a relationship with a Recovery Community Organization (Recovery Coach Academy) as a resource for employees
- Provide a variety of non-alcoholic options at companywide events (everyone will enjoy tasty non-alcoholic options)
- Encourage healthy after hour activities in addition to or in lieu of happy hour
- Start conversations and get feedback and suggestions surrounding the Recovery Friendly Workplace Initiative from your team

How can we help?

- Education/awareness training & workshops
- CCAR Recovery Coaching in the Workplace©
- Lunch & Learn – free webinar series
- Recovery Friendly Workplace toolkits
- Access to Recovery Coach Support Services
- RCA Curious Conversations©
- International advisors and support

RECOVERY FIRST



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Join us for CCAR CPD Accredited Recovery Coaching Basics©

- Friday, June 21st from 10-2:30pm OR 4-8:30pm

Register at <https://www.recoverycoachacademy.co.uk/basics>

Use the code: **TUCFriend**



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