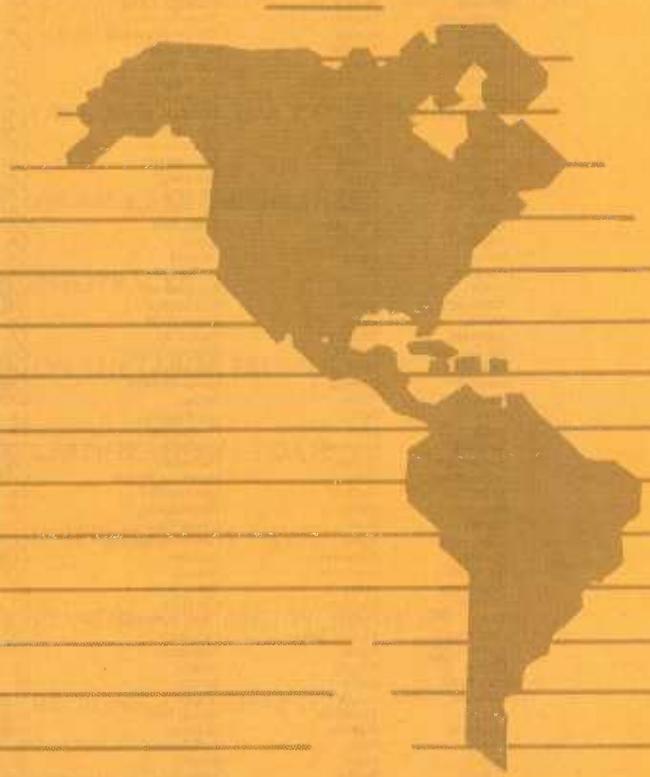
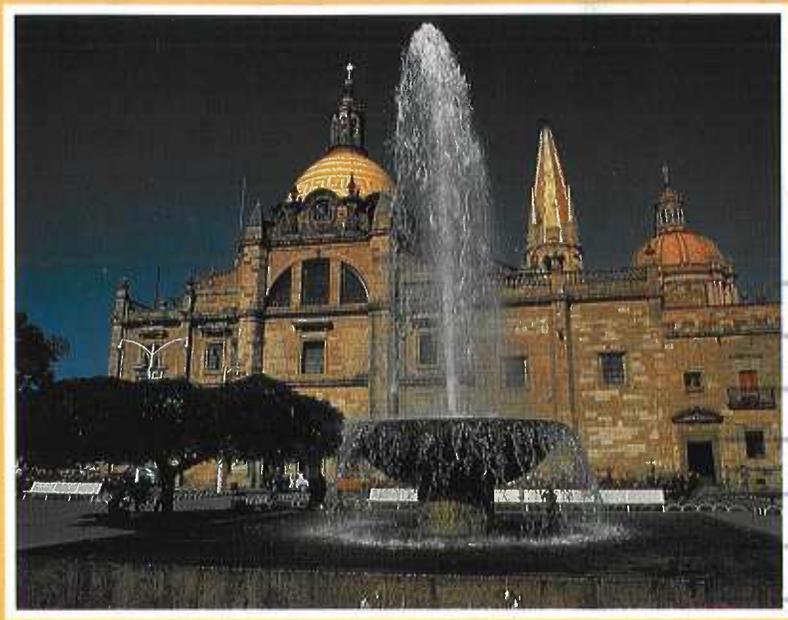


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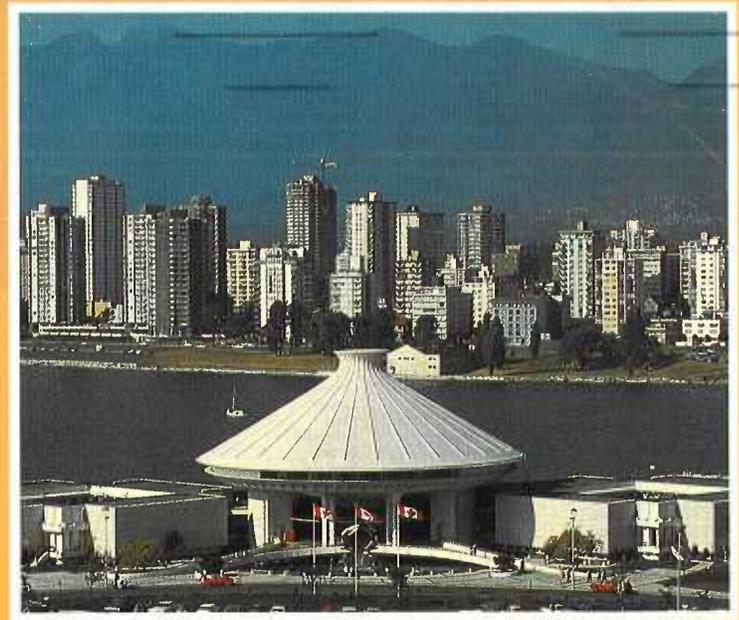
EXCHANGE

SEPTEMBER 1994

 VOL. 24 NO. 9



NAFTA: Another New World for EAPs



CEAP Ranks Swell After May 1994 Exam

Two hundred and forty-eight employee assistance practitioners passed the certification examination given in May 1994, earning the title of Certified Employee Assistance Professional (CEAP). EAPA and the Employee Assistance Certification Commission (EACC) congratulate these new CEAPs for their dedication to the employee assistance profession. They join 4,000 other CEAPs who are the vanguard of excellence and innovation in the workplace.

Last Name	First Name	City	State	Last Name	First Name	City	State
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Kenney	Suzanne	Vancouver	CANADA	Smith	Keith	Swartz Creek	MI
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Reflections on the Elections

Locally, nationally, and internationally, EAPA is preparing for a change in leadership as we approach our elections. This edition of the *Exchange* contains personal statements from our members running for office. Election time is always a time to reflect.

I am a great fan of reflection. (This may be a defect acquired by a few too many years of living in California.) This quote from one of my favorite books — *The Tao of Leadership* — seems particularly appropriate:

"Endless drama in a group clouds consciousness. Too much noise overwhelms the senses. Continual input obscures genuine insight. Do not substitute sensationalism for learning.

Allow regular time for reflection. Turn inward and digest what has happened."

As we prepare to pass the reins of leadership in EAPA, I think that it is very important to look at what has happened during the last two years. There has been quite a bit of turmoil among member leaders as well as many administrative changes. All of this comes at a time when the field itself is feeling incredible pressure.

Change is becoming a way of life in our workplaces as well as our association. Professionalization, mergers, acquisitions, managed care, regulations, new court decisions, outsourcing, and increased competition are daily occurrences. We are all being challenged to perform under chaotic conditions.

That is certainly true for the leadership of this organization. Many of our members are confused, resistant, or disheartened. Our challenge, as leaders, past, present, and future, is to build a motivated and productive membership and association.

When EAPA is functioning well, it is not a battlefield of egos or interests. Of course, there will be conflict, but these energies become creative forces. There is no win-or-lose in EAPA work. Making a point does not always shed light on what is happening. Wanting to be right can blind the best of us.

I do not mean to imply that an open expression of concerns is negative. In fact, a closed culture that limits member expression would probably prolong the conflicts. But when you are choosing the new leaders for this association or considering running for office in your chapter or region, or at the national level, realize that these are difficult times. Times that will ask for the best you have to give. Times that will challenge you to listen, communicate, and plan. Times that call for leaders to be less of controllers and more of co-ordinators, focusers, and facilitators. Times when every decision may be met with vocal support as well as vocal displeasure.

EAPA and its leaders have been busy outside of our internal reorganization. We had three main focuses these last two years: Professional development, promotion of employee assistance contributions, and organizational effectiveness.

Much energy has been dedicated to "retooling" our association and the national office for organizational effectiveness. We have had to make some very serious personnel decisions, always keeping our eyes on what would serve the greatest good for EAPA. We owe a debt of gratitude to those members who served on the personnel committee. We have restructured the board as well as its communications and reporting process. We have struggled valiantly as a board and finance committee to increase financial accountability and are making great strides.

Professional development efforts have continued through the dedication of the EACC, education committee, standards committee, and accreditation committees, to name just a few. We have finally published the EAP self-assessment tool for programs and are investigating program accreditation.

Perhaps the biggest promotion to employee assistance contributions has been the inclusion of CEAPs as substance abuse professionals in the DOT regulations. The CEAP was also recognized by another state—Tennessee. We are developing a voice on Capitol Hill.

We have to pay attention to our internal process but not be paralyzed by it. In order to deal with the demands being placed on us legislatively and competitively, we must get our house in order and eliminate the in-fighting.

We have made some new structural changes in the board of directors. The Transition Team is designing the communication and process charts for the new board. We have had many great opportunities presented by these changes. For the first time, we will have a fully elected board of directors with no political appointments. Members must hold their elected representatives accountable for the actions and results of the association.

To move this association forward, we must remember the advice from *The Tao of Leadership*: Do not substitute sensationalism for learning. So, too, we must not substitute suspicion for reality. We must focus on what is happening, and not get upset about what might be happening but isn't. Listen to these candidates. Consider running for office in your local EAPA chapter. Volunteer for committee work. Help ensure that EAPA will serve you by serving EAPA. 

EAPA & THE EMPLOYEE ASSISTANCE CERTIFICATION COMMISSION

announce

CEAP EXAMINATION DATES

1994

Exam Date: **December 3, 1994**

Application Cut-off Date: **October 7, 1994**

Eligibility Requirements: You *must* have three years full-time EAP experience, or a minimum of 3,000 hours, over at least three years, of part-time experience in EAP. The completed Exam Application must be postmarked no later than the cut-off date.

Requirements Explanation: CEAP examination eligibility requires on-the-job EAP knowledge gained solely through EA experience—it is not shared by or simply transferred from related duties, other professions or academic credits.

Your experience in EAP must be

from direct employment, or internship, or contracted responsibilities for performing both EAP clinical and organizational consulting activities. You must show accountability for EAP operations at specific organization(s).

for information, write

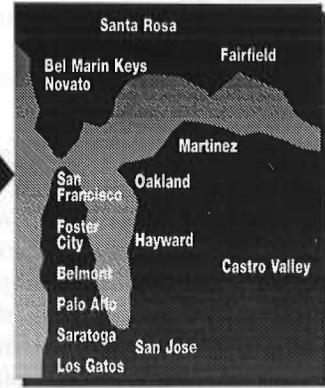
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"Recovery Through Shared Experience"

NOVEMBER IN THE EXCHANGE Public policy issues will have a major impact on EAPs in '95. Find out why in the November issue of the Exchange.

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