



MAXIMIZE YOUR  
**Human Capital  
Performance**



Our exclusive family business services are designed for the family members working in the business in addition to stakeholders outside of the business. These services are delivered through a vetted group of professionals who have an expertise in family dynamics within a business structure. Such services empower family and non-family employees to confidentially deal with personal and professional problems and keep their focus on their work performance, health and overall well-being.

## Provided by The Ahola Corporation Powered by ease@work

ease@work has delivered professional workplace & clinical assistance services to a variety of business and industries for more than three decades:

- @ **Dedicated account managers**, counselors and wellness & work/life professionals, including childcare and eldercare specialists, registered dietitians and fitness and retirement coaches
- @ **Management support services**, including leadership coaching, fitness-for-duty, mediation, skill-building, crisis management and organizational development services
- @ **We serve "the whole person, in person"** – taking the time to listen and understand

### ease@work & The Center for Families and Children

All net revenue earned by ease@work goes to support the services provided by the Center for Families and Children (The Centers). The Centers is one of the oldest and largest, private non-profit human service organizations in Northeast Ohio. The Centers believes that for this community to prosper, each of us must have the opportunity to succeed. The Centers provides a variety of services to allow people to be healthy, educated, independent and connected, and everything they do from pre-schools to mental health centers to job training programs to food centers, is geared toward giving people that opportunity.

**Call to Enroll in Breakthrough EAP**



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## Family Business Employee Assistance Program

PRESERVING THE LEGACY OF  
FAMILY BUSINESSES



SOLUTIONS THAT DRIVE  
**Family Business  
Success**



**Breakthrough™ EAP** is the first employee assistance program specifically designed for your family, your business and your family business. Beyond all of the benefits of a traditional EAP, Breakthrough™ EAP offers a unique suite of programs and services designed to strengthen family business workforce performance.



## Family businesses are unique!

Traditional EAP programs function as a “safety net,” serving to catch employees when they have significant work/life challenges. **Breakthrough™ EAP** offers a preventative, professional and proactive approach to managing workforce performance in your family business.

The Ahola Corporation is America’s oldest family enterprise payroll and human capital Management Company. At Ahola, we are dedicated to the success of our clients and strengthening family companies nationwide. We understand that navigating multi-faceted relationships while running a successful family business is complex.

Because of the dual roles many leaders in family businesses must assume, developing and cultivating healthy relationships are critical to the longevity of their business. Family businesses that utilize the professional services of **Breakthrough™ EAP** have the support needed to develop these relationships, which allow them to grow and outperform other businesses that don’t. The prominence of family owned businesses in the American landscape has a profound impact on the livelihoods of their family members, their employees within their company, and their local communities.

## Not your traditional EAP

	The Breakthrough EAP	Traditional EAP
Core Services:	Counseling Child care/Elder care referrals Legal/Financial consultations	Same
Method of Delivery:	In-person & telephonic, virtual Scheduled appointments & emergency & same day	Same
Management Services:	Consultations & mandated referrals & fitness for duty	Same
Eligible Workforce:	Employees, dependents, management AND family members working in the business and relatives not in the business	ONLY Employees, dependents and management
FB Leadership Symposium:	3 two-hour family business events yearly (1.5 hour workshop with 30-minute networking & continental breakfast)	None
Exclusive Family Services:	Family council meetings Next generation mentoring Family role confusion Family cohesion/Communication Family CIR Family mediation	None

## Resources designed for the family business

### ORGANIZATIONAL DEVELOPMENT/COACHING

Next generation mentoring	Dual-role relationships
Executive coaching	Family mediation
Strategic planning	Conflict resolution
Workplace assessments	

### CRITICAL INCIDENT RESPONSE

Trauma that impacts the workplace
Unanticipated events (i.e. death)
Escalating/Strained family feuds
Chronic/Terminal illness