

Oasis Africa



Oasis Center for Transformational Psychology & Trauma

P.O. Box 76117-00508, Yaya Center, Nairobi, Kenya. Tel (254) 20-715023 Tel/Fax (254) 20-721157

Email: admin@oasisafrica.co.ke www.oasisafrica.co.ke

EMPLOYEE ASSISTANCE PROGRAM PROFILE/STAFF WELLNESS PROGRAM

Contact Person: Dr. Gladys K. Mwiti, PhD
Consulting Clinical Psychologist & Trauma Specialist
Founder & CEO

E-mail: glmwiti@oasisafrica.co.ke

Tel: +254 724 291 834

Introduction

With 20 years experience in the field of behavioral and mental health with sterling impact across Africa, Oasis Africa is a training and consulting firm focused on serving the comprehensive needs of groups and individuals within companies, NGOs, churches, the government and the wider society. With a core staff of experienced professional staff and an excellent team approach, Oasis Africa offers balanced professional service to your personnel.

We at Oasis Africa recognize the complex needs of the whole person: physical, emotional, intellectual, relational, social, spiritual and financial. Well-trained and competent therapists, mentors and coaches can assist individuals who experience difficulty in any of these areas of life. Our goal is to assist people in finding wholeness and wellness in their lives, maximizing their potential at work, and eliminating barriers to growth. In addition, many employees work in difficult parts of the world, especially in Africa. We are trauma specialists and will be able to help those impacted by traumatic stress within and without the workplace. We also recognize the critical need of imparting basic counseling skills to community-based caregivers to enable them to plan holistic programs for the communities served.

Oasis Africa

Dr. Gladys Mwiti, CEO and leader of Oasis Africa's Professional Team is a Consultant Clinical Psychologist and Specialist in Trauma Healing and Recovery. Leading a Consortium of over 15 specialists, all with masters degrees and above in their areas of specialization, we offer services in Counseling Psychology, Clinical Psychology, Psychiatry, Leadership Training, Mentoring, Coaching, Personal Development, Financial Advising and Legal Advising. Through awareness creating psycho-education seminars, group processes and individual sessions, we provide Employee Assistance Program services and therapeutic support for those needing professional input.

Areas and Topics Covered

With our many years' specialization, Oasis Africa has become one of the key professional groups offering:

- Self Care and Other Care
- Stress Management
- Change Management
- Team Skills Enhancement
- Team Building
- Work-Life Balance
- Peer Counselors' Training
- Basic Counseling Skills
- Relationships in the Work Place
- Conflict Management
- Trauma Counseling and Resiliency Building
- Coping with Retrenchment
- Retirement Planning
- Outplacement Coaching
- Personal Development
- Supervisors' Training for Leadership, Mentoring and Coaching
- Legal Advising

Oasis Africa Wellness Consultants/EAP Team

To offer top-notch employee professionally-driven psychosocial support, the following people lead our wellness teams:

- a. Psychosocial Support, Relational and Emotional Wellness, Stress Management, Work-Life Balance, Conflict Management, Team Building, Counseling Training, etc.
 - Dr. Gladys K. Mwiti, PhD. Consulting Clinical Psychologist and Trauma Specialist. Team Leader
 - Naomi James, MA Counseling Psychologist and PhD Clinical Psychology student.
 - Dr. Pius Kigamwa, Consulting Psychiatrist
 - Team of seasoned Masters and Doctoral Counseling and MA Clinical Psychologists
- b. Leadership Training, Mentoring and Coaching:
 - Dr. Gershon K. Mwiti, Leadership Consultant
 - Team of Leadership Trainers, Mentors and Coaches.
- c. Personal Development and Outplacement Counseling
 - Kangai Mwiti – Personal Development & Outplacement Coach
 - Kaima Mwiti – Life Application Coach
- d. Legal Advising:
 - Mr. Felix Odhiambo, Adv
 - Represents leading Legal Firm
- e. Financial and Investment Advising:
 - Daniel Ndonye – Investment Planning and Financial Management
 - Anne Mwiti – Investment & Financial Counseling

Why Employee Assistance/Wellness Program?

Why do companies need Employee Assistance Programs (EAPs)/Employee Wellness programs? Worldwide, many companies have realized that employee personal problems can and do adversely impact organizational productivity as well as mar the corporate image. We believe that strengthening an employee's ability to cope with life challenges and work-related stress as well as enriching individual lives is not only the mandate of every Employer but is also an indirect critical investment for the company.

One of our biggest concerns is the relationship between corporate support for personnel psychosocial health and the company's/organizations' productivity – actual and/or desired. Working with various companies and Relief & Development organizations in Kenya and beyond, our concern is the high number of employees needing psychosocial support for optimum performance and longevity of fruitful service and the employer's lack of awareness of this need. Where employee wellness services are not provided, psychological stress and inability to cope with life's challenges may show up as physical ailments and truancy, costing the organization colossal sums of money in health insurance and lost working hours. To this end, we strongly advise the employer to make provision for personnel care so as to ensure maximum productivity and reduce health costs due to staff fallout through preventable conditions.

Finally, every organization is faced with service closure, where employees have to leave company employment either voluntarily or mandatory. How do companies prepare personnel for retrenchment or retirement? Organizations who are concerned with provision of holistic personnel care will appreciate the need for termination preparation as well as ensuring that the transition is smooth and as stress-free as possible. Through outplacement services, staff members are helped to prepare for ongoing productivity away from the company's employment.

What kind of Services can the Company expect from Oasis Africa?

Oasis Africa works from a holistic perspective to meet the need of those who struggle with various challenges at the workplace. Besides seminars, we also provide follow up services through individual and/or group psychotherapy as well as individual assessment to clarify issues that staff members struggle with. In all interventions, we exercise a professional approach that ensures employee protection through confidentiality.

This holistic approach presupposes continuity of care that includes the following aspects depending on the company's request:

- Confidential Staff Assessment on the need at hand, for example stress, trauma and coping.
- Data analysis to indicate the level of need among the group in training/care and to inform our interventions.
- Individual and group psychotherapy, debriefing, training, mentoring and coaching on the needs indicated in the survey.
- Group psycho-education and training on the topic at hand. For training, we use the adult-experiential model of learning where participants personally engage on the topic at hand bringing their experiences into the discussion, exploring solutions, and learning alternatives.

- Regular debriefing with HR and Management and report writing on our findings with advice on ongoing staff care.
- Staff evaluation and suggestions for follow-up seminars as well as individual care.
- Staff follow-up through therapy sessions for individuals and their families depending on felt and discovered needs. Some of this follow-up has gone on for up to two years after training depending on staff needs.
- Regular communication with HR and Management as Oasis Africa monitors personnel wellbeing, or as the organization manages future/unforeseen challenges.

Some of Our Current Clients

Through our 20 years in the field, Oasis Africa has served many organizations in Kenya and beyond. Some of our current clients include:

- Optum International Group of Companies
- South Africa High Commission
- Coca Cola Nairobi Bottlers
- SNV Netherlands Development Organization
- Unilever (Kericho)
- Bamburi Cement
- CFC Bank
- WWF Esarpo
- Joint Refugee Services (JRS)
- Medicines San Frontiers
- International Bible Society
- ICEA
- USAID & USA Embassy
- British American Insurance
- Child Fund

We also see clients on behalf of various insurance companies such as:

- AAR
- Jubilee Insurance
- ICEA/LOK

COST

Usually negotiated with Client to match client budget and local rates.

REFEREES

Tom Shivo
HR Director
Nigeria Airtel

Salome Onyonka
HR
Child Fund
Nairobi
SONyonka@childfund.org

Micah Mahinda
Director
HR and Administration
ICEA/LOK
Micah.mahinda@icealion.com