

# Employability coach three-way meeting

## Help to facilitate a good conversation

If the employer and employee can have a good conversation about what is needed for the employee to remain sustainably employable, this promotes a quick return to work. Sometimes, this does not succeed, and extra help is needed to facilitate a good conversation.

Talking about practical solutions to work bottlenecks is often not an easy task for employees or employers. This often concerns difficult issues about which both parties are unsure how to start a conversation together. Sometimes, the communication gets completely bogged down and a constructive discussion is no longer possible. This is when outside help is needed.

This does not only play out in the case of absenteeism. Even when an employee is at work, there may be issues that call for a good conversation. In a three-way conversation, our employability coach helps put the facts on the table and talk about what will lead to actual solutions.

## How does the three-way conversation work?

The employability coach starts with a telephone intake meeting with the employer and employee. After that, the three-way conversation is scheduled. During this conversation, the employability coach ensures that the employer and employee are in constructive dialogue about solutions to perceived bottlenecks\* concerning:

- work tasks;

- reconciling work and private life;
- having a constructive conversation in the case of communication problems;
- translating work resumption advice from the (practical support) occupational physician into work opportunities.

## What does the three-way conversation deliver?

A few examples\*:

- Clear agreements.
- A good work-life balance.
- Constructive dialogue.
- A translation of work resumption advice from the (practical support) occupational physician into work opportunities.

\* This is a general flyer; said situations may vary from one employee to another.

### More information

Got a question or want to know more about this topic?  
Contact your customer team.