

WHAT IS ADDICTION SOLUTIONS?

- Assessments
- Recovery coaching
- Addiction recognition training
- Interventions
- Arrangement with a treatment provider
- Transportation to treatment
- Referrals to physicians and therapists
- Communications with families

Every individual responds differently. Something that invites one person to change chases another deeper into their problem. Provider programs are sometimes not able to “go with the flow” to match the needs of an individual. Human resource departments can fall short on experience with addiction or the relationships with the recovery community. An effective approach is tailored to the individual and saves the company money while building better relationships and enhancing loyalty. It provides immeasurable benefits to families and co-workers.



Marc Hertz Consulting, LLC
also provides training and seminars:

MOMENTS OF CLARITY

Identifying what has real value and worth to your organization in terms of:

- Service
- Quality
- Administration
- Information
- Marketing
- Productivity
- Distribution
- Profit

EFFECTIVELY DEALING WITH CHANGE

Finding the opportunity and dealing effectively with change in an organization.

- Acquisition
- Work force adjustments
- Changes in technology
- New product development
- Opening new territories
- Changing rules and regulations

addiction solutions
for organizations



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addiction solutions

No organization is immune from the negative effects of alcoholism and addiction.

- Absenteeism
- Loss of efficiency and productivity
- Strained employee relations
- Accidents

Insurance costs are greatly increased by hospitalization and emergency room visits directly related to alcohol and drug use.

See for yourself at
www.alcoholcostcalculator.com/business

“It can cost less to get the addict/alcoholic the help they need than it does to live with the problem or replace the employee.”

Marc Hertz Consulting, LLC can be your single resource for effectively addressing the problem of addiction in your organization. We are not affiliated with any specific treatment provider. We are not a single, system of recovery looking for people who fit our model.

Not everybody with a problem needs residential or inpatient treatment. We offer individual **recovery coaching** that can be done in our office or on premise, in private, with a minimum loss of time on the job. Some individuals can benefit from simply being shown how others have recovered. **Sometimes the most effective solution is the least expensive.**

For those who require a more intense level of help, we have relationships with the best providers of chemical dependency treatment the Twin Cities has to offer.

Marc Hertz Consulting can provide:

- Chemical dependency assessments
- Individual recovery coaching
- Placement with a therapist
- Interventions
- Placement with an inpatient or outpatient treatment provider
- Sober companions for trips and events

People respond positively when treated with dignity and respect. Some of the most combative and difficult employees are the most productive and loyal when alcohol or other drugs are taken out of the equation.

We have found that a custom approach to each individual is the most effective. We quickly and quietly with the utmost of discretion:

- Determine the client's needs
- Identify existing barriers
- Develop a plan to address and solve the problem

Let Marc Hertz Consulting manage the tough situations. The employee who is given their “last chance to sober up or lose their job” is a difficult situation. We manage this from initial conference and an “agreement for behavior” to a plan for recovery that includes random drug testing, regular progress reports and documentation.

“Let Marc Hertz Consulting handle the tough situations.”

