

ALCOHOL AND DRUG ABUSE TRAINING

DATE : 25TH TO 29TH SEPTEMBER 2023

VENUE : PRIDEINN EXPRESS NYALI, MOMBASA

COST : KSHS 92,500 EXCLUDING VAT PER PERSON

NITA : REG NO. NITA/TRN/916

IHRM : ACCREDITATION NO. Coo380

INTRODUCTION

Drug and alcohol misuse is everyone's concern. It not only damages health and affects work performance, but also results in higher rates of absenteeism, accidents, illness and mortality, with all their related costs. Our training course increases awareness of the effects and consequences of drugs and alcohol abuse in the workplace. Alcohol and Drug Addiction (ADA) is the use of a substance for something other than its intended medical or social purpose, which results from a practice known as substance abuse. Alcohol and Drug Abuse (ADA) is very common in Kenya today and can have serious consequences to individuals, families, institutions and organizations. In the 15-24-year age range, 50% of deaths from accidents, homicides, and suicides involve alcohol or drug abuse. A study by NACADA reveals that 8% of 10-14-year old's have consumed alcohol at least once in their lifetime, about 13% of them have tried have used other drugs and substances like cigarettes. Other statistics are as indicated below:

- 18.2% of Kenyans aged 15 – 65 years are currently using at least one drug or substance of abuse;
- 12.2% of Kenyans aged 15 – 65 years are currently using alcohol;
- 8.3% of Kenyans aged 15 – 65 years are currently using tobacco;
- 4.1% of Kenyans aged 15 – 65 years are currently using miraa/ khat;
- 1.0% of Kenyans aged 15 – 65 years are currently using bhang/ cannabis.

The impact of alcohol and drug abuse today cannot be overemphasized. This ranges from physical, psychological, and adverse socio-economic impact. This pandemic has disrupted patterns of family co-dependencies, increased health care cost and led to separations and divorce in families. In organizations, alcohol and drug abusers lose a lot of work time due to absenteeism and sick offs and evidence shows that they are generally inefficient. They are also prone to health, occupational hazards and financial distress. The affected are most likely to suffer from depression and stand a higher risk for STD and HIV /AIDS exposure. Studies have also shown that drugs and alcohol also contribute to physical and sexual aggression such as assault or rape. Other adverse physical effects of alcohol and substance abuse in individuals include convulsions, high blood pressure, attention deficit, hepatitis B and C and anxiety and flashbacks.

For maximum benefit of human resources organizations have come up with various ways to deal with ADA. These have traditionally focused on the identification and rehabilitation of workers with severe alcohol and, more recently, drug abuse problems. However, as understanding of the sheer scope, nature and costs of the problem has deepened, more progressive enterprises, organizations and countries have placed a much greater emphasis on the development of broad consensual partnerships at the workplace and beyond designed to achieve a real improvement in the

situation. For this reason, capacity building for those bequeathed with this responsibility is paramount for personal as well as organizational wellbeing.

OBJECTIVES OF THE TRAINING

The overall objective of the Alcohol and Drug Abuse (ADA) training is to reduce the health, social and economic problems associated with substance use in our workplaces by creating awareness, building prevention capacity on the most effective evidence-based preventive interventions and strategies to create an organization culture free of alcohol and substance abuse. The course objectives and outline will cover:

- Fundamentals of ADA and key definitions and identification of commonly abused substances.
- Enlightenment of the participants on modern trends and practices of dealing with in ADA in the workplace.
- Identify issues created by drug and alcohol use in the workplace.
- Identify situations or conditions that expose staff to risks of alcohol and substance abuse.
- Recognize signs and symptoms of workplace behavior related to drug and alcohol use.
- Understand the steps in addiction to alcohol and drugs.
- Keenly look at policies related to ADA at the workplace.
- Identify behavioral and cognitive issues at the workplace for those affected.
- Explore employee assistance programs in relation to ADA.
- Identify the roles and responsibilities of various stakeholders in ADA at the workplace.
- Establish ADA preventative measures at the workplace.
- Establish the power of emotional intelligence and work-life balance and its importance to employee's welfare.

BENEFITS TO YOUR ORGANISATION

The company will in addition enjoy the following unique benefits which largely contribute to the financial bottom line:

- Effective Alcohol and Drug Abuse Committee that will provide awareness, identification and support to staff affected by ADA.
- A highly motivated and effective team
- A culture free of Alcohol and Drug Abuse in the workplace
- Lower healthcare cost for the organization due to decreased cases of ADA
- Better understanding and adoption of the workplace policy of ADA in the workplaces
- This will lead to decreased absenteeism and tardiness.
- The organization will benefit from reduced use of sick time.
- Organizations will reap from improved job performance

BENEFITS TO PARTICIPANTS

The benefits derived from this training are immediate. This training is an investment in the future of your organization and your employees of which the return on investment is immediate. Building skills and improving knowledge helps your staff to gain skills and ensure a high degree

of competency and confidence in matters of Alcohol and Drug Abuse and its prevention in the workplace. There is an ancient Chinese proverb that says: **“Give a man a fish and you feed him for a day. Teach a man to catch fish and you feed him for a lifetime.”** Participants will learn other skills that will safeguard their health, welfare and safety including:

- Identifying addiction-related behaviors and help affected staff find their motivation to change using evidence-based practices.
- Emerging with a comprehensive set of skills to help affected staff identify and change beliefs and behaviors connected to addiction.
- Counseling staff and their families and participate in treatment planning.
- Understanding what substance abuse is, the warning signs of addiction and how such addictions affect the mind and body, health and wellness of staff at workplace;
- Helping themselves and others on alcohol and drug abuse.
- Design and implement policies on alcohol and drug abuse.
- Increased awareness of the effects of drugs and alcohol in the workplace.
- Being able to provide a simple, flexible and interactive training experience for employees; and
- Taking action and approaching staff for assistance with a drug or alcohol problem.

TARGET GROUP

This training program is recommended to all staff in an organization. It is relevant to staff of all cadres including but not limited to:

- C-Suite Executives
- General Managers
- Heads of Departments
- Senior Managers
- Committee Members
- Peer Counsellors
- Branch managers
- Sales and Marketing staff
- PR and Communication staff
- PR Supervisors and Managers
- Human Resource Staff
- Accounts and Finance Staff
- Front Office Staff
- Personal Assistants & Administration
- Secretaries
- Drivers and Transport Staff
- Procurement Staff
- Operations Staff
- Technical Staff
- ICT Staff
- Legal Personnel
- Peer Counsellors
- Technical Staff
- Secretaries
- Procurement staff
- Operations staff
- Technical staff
- ICT staff
- Legal personnel
- Technical staff

OUR TRAINING METHODOLOGY

At DGMB, we have spent a couple of years developing and refining our training approach in this area. Our methodology has several features that will ensure your staff experience a robust and relevant program; one that strengthens team dynamics and the organization deliver improved results. Some of the highlights of our unique approach are:

◆ **Reduced Emphasis on Formal Training**

We base our course designs on the 70:20:10 paradigms. Research indicates that about 70% of what adults learn is through on-the-job experience, 20% through social learning, and 10% through formal training. We present information in ways that engage participants and generate plenty of discussion and sharing of experiences. We also provide individual and group assignments that encourage participants to integrate new concepts into their daily work

◆ **Practical and Relevant Content**

In assessing and designing customer service and communications skills course, we remembered Hermann Ebbinghaus' famous 'forgetting curve' that shows we forget 50% of learned material within one hour unless it is put into practice. Our needs analysis and instructional design practices produce engaging, real-world learning materials, customized so that participants relate fully with the content.

◆ **Employing the Wisdom of Renowned Management Thinkers**

We employ the wisdom of renowned academics and authors on business and management like Henry Mintzberg who believes that:

- ✓ Management should emphasize teamwork, rather than rely on heroic individualism
- ✓ Effective staff are reflective in the context of taking action
- ✓ Management development works best as social learning in small groups

◆ **Research-supported Methods**

Our training delivery is always informed by research on adult learning principles and by our experience as organizational development consultants, instructional designers and facilitators. Consequently, we include plenty of opportunities for learners to apply key concepts, using scenarios and simulations, personal action plans, accountability partners, and other techniques. These methods ensure participants retain what they have learned, apply what they have learned quickly, refine their approach, and internalize learning for long-term use.

◆ **Uncommon Focus**

Few training firms follow good design principles consistently because it takes time, sustained focus and clarity. Compared to other strategies and methodologies, DGMB's program will:

- ✓ Help you build strong internal communities
- ✓ Help staff learn more rapidly

Learn. Internalize. Apply



- ✓ Build in lasting change through reflection
- ✓ Create working teams that are more cohesive, resilient, and productive

In this we have combined the following training approaches:

- Presentations through lecturing, group exercises, demonstrations and group discussions including presentations to enable interactions between the facilitators and the participants and among participants.
- Discussions on topical issues arising from the various sessions and during the scheduled plenary discussions.
- Citation of real case scenarios to enhance understanding of the core concepts, issues and training strategies
- Role play, games and hands-on exercises
- Held plenary sessions to identify way forward

DGMB has deployed modern training aids aimed at making the training more exciting, inspiring and interesting. The teaching aids are numerous and serve different purposes. We used the following teaching aids to be very effective in capturing the imagination of the trainees: Overhead Transparencies (Colored power point slides), Demonstrations and emailed training materials to each participant.

COURSE DURATION

The course duration is five (5) days that will run as per our training programme below. The length of the training is adequate to cover the entire course as shown in the timetable and course programme below.

TIMETABLE

Find below the programme for this seminar:

DAY ONE	
8:00 am – 9:00 am	Arrival, Registration and Climate Setting
9:00 am – 11:00 am	Introduction to ADA-What we really know
11:00 am – 11:30 am	Mid-Morning Break And Refreshments
11:30 am – 1:00 pm	Behavior and cognitive aspects of ADA- <i>How to identify it at the workplace</i>
1:00 pm – 2:00 pm	Lunch Break
2:00 pm – 4:00 pm	Early Intervention - <i>Preventative measures, how to intervene</i>
4:00 pm – 4:15 pm	Coffee/Tea Wrap Up & End Of Day One
DAY TWO	
8:00 am – 8:30 am	Arrival, Registration and Climate Setting
8:30 am – 10.30 am	Concepts and Process of Addiction
10:30 am – 11:00 am	Mid-Morning Break And Refreshments
11:00 am – 1:00 pm	The place of peer counseling in ADA at the workplace

Learn. Internalize. Apply



1:00 pm – 2:00 pm	Lunch Break
2:00 pm – 4:00 pm	Role of stakeholders in ADA – What are our Responsibilities?
4:00 pm – 4:15 pm	Coffee/Tea Wrap Up & End Of Day Two
DAY THREE	
8:00 am – 8:30 am	Arrival, Registration and Climate Setting
8:30 am – 10.30 am	Policies on ADA at the workplace
10:30 am –11:00 am	Mid-Morning Break And Refreshments
11:00 am – 1:00 pm	Barriers to Effective ADA interventions at the workplace
1:00 pm – 2:00 pm	Lunch Break
2:00 pm – 4:00 pm	Practical on dealing with ADA at the Workplace
4:00 pm – 4:15 pm	Coffee/Tea Wrap Up & End Of Day Three
DAY FOUR	
8:00 am – 8:30 am	Arrival, Registration and Climate Setting
8:30 am – 10.30 am	Mainstreaming ADA prevention into workplace health promotion
10:30 am –11:00 am	Mid-Morning Break And Refreshments
11:00 am – 1:00 pm	Employee Assistance programs and interventions
1:00 pm – 2:00 pm	Lunch Break
2:00 pm – 4:00 pm	Rehabilitation and inclusion for those affected at the workplace
4:00 pm – 4:15 pm	Coffee/Tea Wrap Up & End Of Day Four
FIVE	
8:00 am – 8:30 am	Arrival, Registration and Climate Setting
8:30 am – 10.30 am	Challenges of ADA mainstreaming at the workplace
10:30 am –11:00 am	Mid-Morning Break And Refreshments
11:00 am – 12:00 pm	The Power of Emotional Intelligence in ADA
12:00 am – 1:00 pm	Wrap up, Issuance of Certificates, Lunch and participants leave at their Pleasure

YOUR INVESTMENT

We shall offer this training at a professional fee of **Kshs 92,500 per person excluding VAT** for the entire duration of the course. This fee will cover our charges, costs of course preparations and training materials. This cost does not cater for transport and accommodation for participants.

ADMINISTRATION DETAILS

Dates: 25th to 29th September 2023
 Venue: PrideInn Express Nyali, Mombasa
 For enquiries or registration call [David](#) on: (+254) 722 352 680 or [Rebecca](#) on (+254) 787 352 680. Alternatively email: dgmbfinance@gmail.com

Time: 8:00 a.m. – 5:00 p.m.
 Attire: Smart Casual

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PRE-REQUISITES

Intense desire to learn practical, pragmatic techniques and best practices required prevent and create awareness on Alcohol and Drug Abuse in the workplace.

QUALITY ASSURANCE

DGMB Training Solutions Ltd strives to provide you with the most productive, effective and value for money training experience possible. If after completing the course you feel there is some way we can improve, please write your comments on the evaluation form provided upon your arrival.

TERMS AND CONDITIONS

Disclaimer: All registrations are subject to session availability. All speakers, sessions and prices were confirmed and correct at the time of printing. DGMB Training Solutions Limited reserves the right to change speakers and program details as required in addition to making changes to the schedules, venue or cancel the event altogether.

Privacy notification: DGMB Training Solutions Limited respects the privacy of individuals, their sponsors, Organizations and acknowledges that the information you provide on registration form is confidential and third parties would not have access to. DGMB Training Solutions Limited collects this information for purposes of processing your registration and providing you information (via email and/ or mail) on upcoming events, specific products and services provided by or associated with DGMB Training Solutions Limited. Kindly register by 5pm, two working days prior to the training to enable us cater for your course materials and catering requirements.

Notice of withdrawal: Unless written notice of withdrawal is received before the closing date of the programme, the full fee is still due in the event of non-attendance. However, DGMB Training Solutions Limited accepts replacement(s) or substitution, made in writing, prior to the commencement date of the Seminar. However, no substitution of participant(s) is allowable after the commencement of the training.

CERTIFICATE OF PARTICIPATION

Participants will be awarded certificates after attending this course.

HOW TO PAY

1. Issue Cheques in the name of “DGMB Training Solutions Ltd” or
2. Remit the Training fees via RTGS or Electronic Funds Transfer (EFT) to our Bank, the details are: - Account Name: - DGMB Training Solutions Limited, Bank: Cooperative Bank of Kenya, Branch: City Hall Branch, Nairobi, Account Number: - 01148231039600 and Branch Code: - 11049.
3. Our PIN is P051349463P