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BUSINESS Finance

Program helps workers cope with layoffs, downsizing

Current trends in corporate downsizing, "right-sizing" and restructuring, and the resulting uncertainty and loss of job security, may be increasing the stress that leads to workplace violence, says Stefanie Zin, director of employee assistance programs at Oakland Family Services.

"After a downsizing effort,

employees may initially feel shock and disbelief," Zin said.

Following these initial feelings, Zin said employees may feel anger, sadness and resentment. Later, employees may experience depression and anxiety, feelings of betrayal and discontent, and finally, a loss of self-esteem. "All these feelings may contribute to a disgruntled employee acting out in violent

ways," Zin said.

Recent reports by the U.S. Department of Labor show workplace violence is on the rise in Michigan. The state had 49 workplace homicides and suicides in 1994, up from 38 in 1993. Michigan ranked first among the six Great Lakes states in the number of workplace homicides in 1994.

Across the country, workplace

homicide is now the fastest growing type of homicide in the country. It has become the leading cause of occupational death for women and the third leading cause of death for all workers.

Through Oakland Family Services' Employee Assistance Service program, Zin consults with employers and supervisors regarding troubled or stressed employees and possible interven-

tion strategies. But the most successful elements.

ZIN believes the Employee Assistance Service program can assist organizations in preventing workplace violence in three ways:

- Helps employees find healthy ways to deal with stressors that may affect job performance.

- Helps organizations manage threats and incidents by training managers in stress management, conflict resolution and communication skills.

- Trains managers to recognize workplace stressors and warning signs that may precede violence.

The program also provides employees and their families with confidential assessment and treatment for mental health and substance abuse concerns.

Employee Assistance Service is a division of Oakland Family Services.

For more information, call Zin at Employee Assistance Service (810) 624-6055.

MILESTONES

This column highlights promotions, transfers, hirings and other key personnel moves within the Oakland County business community. Send a brief biographical summary, including the towns of residency and employment and a black-and-white photo, if desired, to: Business Editor, Observer & Eccentric Newspapers, 805 E. Maple, Birmingham, MI 48009. Our fax number is (810) 644-1314.

Derek Stratelak of Grosse Pointe, an ecologist and wetland specialist employed by Bloomfield Hills-based Hubbell, Roth & Clark consulting engineers, was confirmed as a certified professional wetland scientist by the Society of Wetland Scientists, a wetland scientific organization.



Stratelak

Alan Ducastel of Richmond was named account development manager at Weaver Ladd Harries McGowan of Troy. He has primary responsibility for planning and introducing the agency's new-business programs.



Ducastel

Daniel Moore of Rochester Hills was named general counsel and secretary for Troy-based Syntel Inc., a software systems service company that provides professional computer engineering and software services to businesses and government agencies worldwide.

Bruce Smith, a Troy-based agent for Farm Bureau Insurance, was named one of the company's top agents of the year for his outstanding record of sales and service. He earned the 1995 All American Award as one of the top agents in Michigan. He's based at (810) 879-3100.

Dennis Green of West Bloomfield announces his Farmington Hills-based Dennis Green Advertising, a division of The Dennis Group, has moved to new, larger offices at 31805 Middlebelt, Suite 304, to accommodate new client acquisitions. Dennis Green Advertising is a full-service ad agency.

William Haney of Bloomfield Hills was named senior vice president/corporate communications director at D'Arcy Masius Benton & Bowles of Bloomfield Hills. He has a 38-year career in various communications and journalism disciplines.

Gary Moody of Troy was named senior director of government affairs for the Southfield-based Michigan Credit Union. He's responsible for the league's Lansing-based state government affairs office, promoting the image and goals of Michigan's credit unions in the Legislature and other state agencies. He serves as the league's lobbyist and works closely with the Credit Union National Association.

Robert Davis of Bloomfield Hills was named president and chief executive officer of the Pontiac-based North Oakland Medical Centers. He previously was executive.

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May 30th

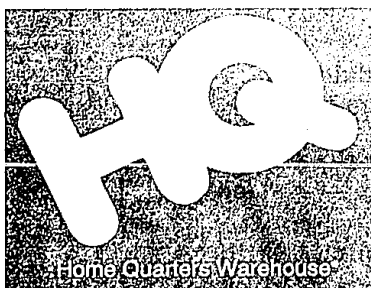
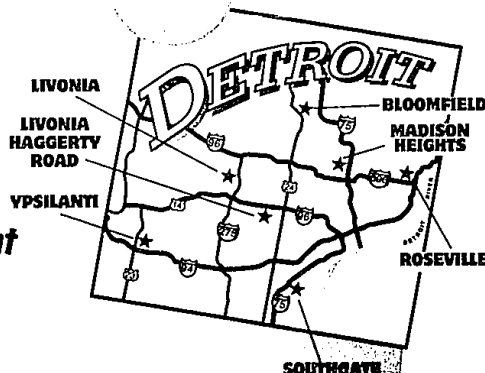
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30550 Stephenson Highway

SOUTHGATE: 313-244-2866
1-75 and Northline Road

YPSILANTI: 313-873-0035
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BLOOMFIELD: 810-335-8331
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