

Dear Injured Employee:

We would like you to return to work tomorrow...

When the reality that getting this employee back to work is more than making a phone call —what are you going to do?



Injured Employee:

"You have to be kidding, I'm not well enough to come back—ever!"

Guess what—he means it!

Can Injured Employees Return to Work?

...Successfully?

*The Challenge—
Changing Employers perception
of
Injured Employees
and
the Return to Work process!*

CHANGING THE PARADIGM

Employee retention, employee engagement and talent management are the buzz words in the Human Resources and Business Community. Every major publication predicts a dire staffing and talent shortage, yet every year employers allow trained talent to walk out their door after an occupational injury.

Historically, the workers' compensation system does not support the return to work process - it is much easier to offer injured employees a settlement than it is to provide them with the opportunity to return to gainful employment.

From Workers' Comp Claimant to Valued Employee boldly challenges employers to stop offering settlements to injured employees who are totally capable of working and find ways to keep them in the workforce. This book offers step-by-step methods to navigate the often-complex process of getting injured employees back to work—
Successfully!

Annually, 4.1 million employees are injured at work. 1.2 million lose an average of 7 work days directly related to their injury or illness. Injured employees who are off work more than 16 weeks seldom return to the workforce.



With Margaret Spence's expert advice, employers will learn how to:

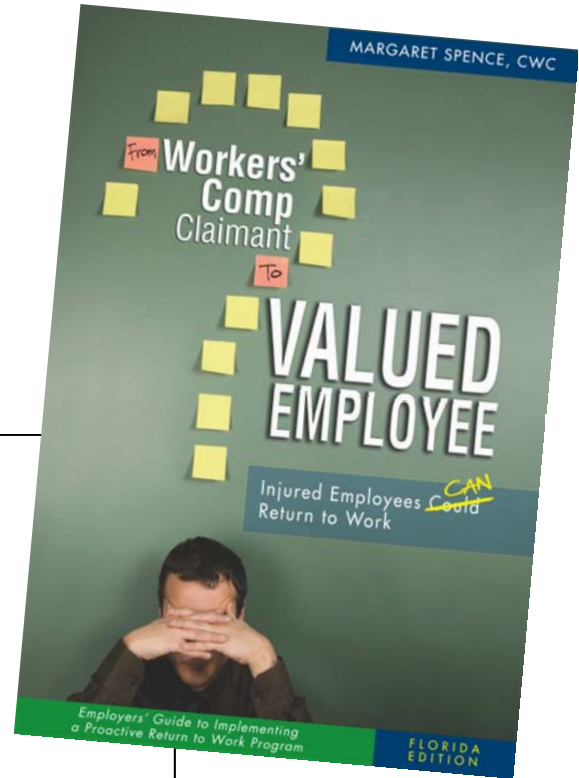
- Navigate the workers' compensation system and create policies that promotes injured employee retention.
- Resist the temptation to reward destructive behavior with a monetary settlement.
- Marginalize the entitlement syndrome and reinforce work ethics.
- Develop strategic relationships with their insurance and ancillary service providers.
- Remove the stress of managing injured employees and reap the benefits of a proactive return to work program.

Whether you are a novice at managing injured employees or a seasoned professional, *From Workers' Comp Claimant to Valued Employee* is a must read. It challenges the perception that injured employees can not be productive, contributing member of your team as they recuperate from their injury.



Margaret Spence is a Board Certified Workers' Compensation Consultant who set out on a mission to end the off work settlement cycle, systemic in the Workers' Compensation System. She coaches and develops injury management programs for Fortune 500 firms and fast-growing organizations. Margaret is also a member of the Society for Human Resource Management Special Expertise Panel on

Employee Health, Safety and Security. She lives with her family in West Palm Beach, Florida.



MARKETING

- Regional speaking tour—Trade Associations
- Regional seminar campaigns in Orlando, Jacksonville, Tampa, Sarasota and South Florida
- Extensive email marketing campaign to Human Resources and Safety Professionals
- Author Podcast and blog
- Advertisement in trade magazines—Florida Underwriter, HR Florida and Florida Trend
- Direct mail campaign
- Online marketing, including website, newsletter and article placements
- Online resources to supplement the book

“Employers need to have well-established, written policies that can be used throughout the handling of the workers’ compensation claim and the return to work process. The greatest challenge for employers is getting front-line supervisors, to buy into the value and tremendous benefits of a return to work program.”

“Simply put, this book is a “must read” for any employer doing business in Florida – and who want to get a grip on their workers compensation program. It provides companies with proven strategies which can and will result in lower workers’ compensation premiums, lower settlements and far better control of their annual cost....

- Kurt A. Wyland, Esq., Partner
Walton, Lantaff, Schroder and Carson, LLP

Employers who found solace in *(Great) Employees Only* and *Growing Great Employees* and *How to Manage Problem Employees* will appreciate the simple, easy to understand strategies found in *From Workers’ Comp Claimant to Valued Employee* .



From Workers’ Comp Claimant to Valued Employee—Employers Guide to Implementing a Proactive Return to Work Program. (Florida Edition)

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