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Managers can act as helpful EAP conduits for employees who are having personal troubles that have not shown up in job performance. For this reason we take the responsibility of reviewing services for managers as part of any Manager Training program. This training also helps managers confront employees who have job performance problems.

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The "facilitator" is a guide or "discussion leader" for the group. The process of facilitation is a way of providing leadership without taking the reigns.

THE ROLE OF THE FACILITATOR - University of Virginia

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