



How We Build Healthy Organizations

A Healthy Organization is one in which communication and relationships are strong, there is leadership at all levels, productivity is high and the focus on sustainable systems and processes is ongoing.

Components of a Healthy Organization

Healthy Communication and Relationships: People work collaboratively, support each other and communicate across borders: person-to-person, teams, management, divisions, unions, and stakeholders.

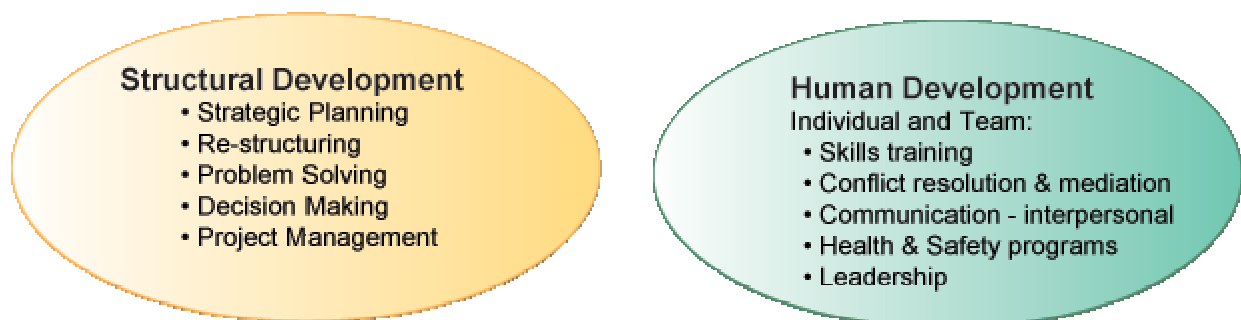
Leadership at all levels: People contribute and are clear on the value of their contribution. Ongoing clarification of vision, purpose and roles gives a boost to employee satisfaction and improves engagement and retention.

Productivity: Systems and processes expand capacity and performance, producing high quality goods and services.

Sustainability: People embrace continuous learning to manage and adapt to change. Systems and processes are monitored and adapted to support long-term success.

The Insight Approach

Organizations often address problems and initiate change by focusing on **structural** or **human development** initiatives Independently.



The Insight approach uses a four step process integrating structural and human development initiatives to build Healthy (whole) organizations.

