



## Creating Healthy Organizations

**Insight Facilitation** helps build healthy organizations that have strong communication, strong relationships and leadership at all levels. In this way, healthy organizations create a culture that attracts and retains talented people. Healthy organizations are seen as positive leaders in their industries and communities and also enjoy high productivity and inherent sustainability – the ability to adapt and grow.

**We work with you** and we look at the whole organization both internally and externally. We customize our services to meet your unique needs, and build a positive financial return on your investment into the process.

Our internal services include:	training, leadership development and coaching, conflict resolution, team building, meeting facilitation and assessment tools.
Our external services include:	multi stakeholder meeting facilitation, <a href="#">public consultation and community building processes</a> .

**Insight Facilitation** delivers external processes that encourage participation, facilitate learning, and provide participants with an opportunity to make a meaningful contribution. Strong healthy relationships are created between citizens, stakeholders and your organization.

**You will benefit** from our services if you or your organization experiences *any* of these internal or external symptoms:

### Internal Symptoms:

- talented people work as individuals in a group instead of a highly effective team
- new opportunities are on the horizon that require decisions about growth and organizational development
- productivity is low; things take too long to complete
- managers and staff spend their time 'putting out fires'
- poor communication and slow management decisions create costly delays
- conflict between co-workers is causing a negative work environment
- employee engagement is low; grievances, stress leaves and absenteeism are rising
- employee turnover is high, recruitment and training costs are soaring

### External Symptoms

- vision and mission statements do not align with employees' or public perception of your organization
- your view of your organizational communication style does not match others' perceptions
- your organization is seen as unapproachable
- people lack trust in your consultation process and do not believe they will be listened to

## Some characteristics of a Healthy Organization:

### Internal Characteristics

- a positive, and profitable work environment
- people are engaged; they support one another
- high productivity and morale
- people are creative, decisive and feel a sense of workplace satisfaction
- people evaluate, create and implement sustainable systems and processes
- the [healthy organization](#) is prepared and equipped to effectively manage change and take advantage of emerging opportunities

### External Characteristics

- trust is built between your organization, process participants and all stakeholders
- [public consultation](#) generates confidence that everyone's input will be considered, increasing support for outcomes.
- feedback is encouraged, discussed, evaluated and acted upon

## How we work with you

At Insight Facilitation we work at a deep level and look beyond the superficial symptoms to identify the strengths and underlying challenges facing your organization. After our initial assessment, a contract is designed to meet identified outcomes and deliver a positive financial return on your investment.

### [Our four step process:](#)

Discovery	assessing your organization's current strengths, opportunities and challenges
Design	creating a shared vision and co-designing a service delivery plan
Delivery	delivering services; monitoring to evaluate impact of services
Sustainability	leaving our clients with increased capacity to manage and adapt to change