



Organization Consulting

Pathways to Well Being

Each organization is unique in its challenges and its approach to addressing those challenges. Organizations are as different as their products, their leadership, their market, their objectives. They also vary based on their resources and unique challenges. Sometime standard or 'off the shelf' solutions just don't work for resolving an organization's behavioral issues.

We can help.

VITAL WorkLife offers a wide variety of integrated solutions designed to help employees be healthier, happier and more productive while on the job. Supportive counseling and coaching are at the core of all our services to help leaders, managers, supervisors, employees and their families cope with life's challenges, both in their personal lives as well as the workplace.

Custom consulting is available to address organizational issues and build pathways to well being for individual employees and leaders, work teams, departments and entire organizations, including:

- Leadership Development and Coaching
- Strategic Visioning/ Planning
- Facilitation & Mediation
- Cultural Renewal
- Well-being Assessments
 - Stakeholder Interviews
 - Organizational Surveys
- Custom Solutions to address issues such as:
 - Culture
 - Communications
 - Conflict
 - Critical incidents

All organizations strive to be productive. Our approach ensures productivity goals are more easily achieved with engaged employees and teams who have not only learned, but continue to practice healthy behaviors.



Programs are designed to meet overall organizational goals with sustainable healthy behaviors. Our team of Doctorate and Master's level behavioral health and Organizational Development consultants, coaches and counselors develop specific tailored programs to fit your organization's unique needs.

Custom Process

Our unique approach and proven method to determine issues, define the project objectives, make recommendations, impact change and evaluate progress toward agreed upon goals is customized to fit the organization's needs:

Phase 1: Organization Consultation

- Conducted with key organizational stakeholder(s) for discovery of the organization challenge.
- Discoveries reviewed by multi-disciplinary consulting team.
- Written scope, definitions, recommendations and objectives presented telephonically to organization by lead consultant and national account executive.
- Depending on findings and nature of organizational challenge, organization may choose to address issues internally.
- If organization proceeds with full organization consultation, the initial organization consultation fee is applied to the total project.

Phase 2: Organization Assessment

- Conducted by multi-disciplinary consulting team depending on the organization's needs. A variety of professional resources, such as Organizational Development consultants, Leadership Coaches and licensed mental and behavioral health consultants are available to address a variety of challenges.
- Goal to identify strengths and weaknesses related to organization challenge, including leadership, teamwork and communications, culture, conflict, or critical incidents, and related underlying causes for behavior or performance issues identified in the organizational consultation.
- When complete, multi-disciplinary team determines recommendations (coaching, training, counseling, and/or more complete organizational evaluation).
- Written summary report is reviewed first with organization's sponsoring stakeholder(s) and then with the leadership team. If recommendations accepted, consultant lead coordinates next steps and follows up to determine effectiveness.



Phase 3: Follow-Up & Monitoring

- Managed by assigned consultant lead.
- Critical to ensuring follow-through and necessary behavior changes by organization with ongoing recommendations.
- Strategies continually reviewed to ensure organization and leadership addressing identified problem areas and related issues in healthy/ productive manner.
- Consultation with organization further ensures follow-up procedures are in place.
- Process via check-in calls and online session with key stakeholder(s) and project sponsor.

Phase 4: Formal Project Closure

- Occurs when stakeholder(s) and consultant lead agree goals of project have been accomplished and/or no further value to continuing project.
- Consultant lead submits a closing summary to the organization.
- If mutually determined additional support is needed beyond scope of project, consultant lead can continue upon request to provide ongoing support.

We help people and organizations build pathways to well being.



VITAL WorkLife, Inc.™ is a national behavioral health consulting organization providing support to people facing life's challenges, while also assisting organizations in improving workplace productivity. We have deep experience in healthcare, especially assisting physicians and providers in dealing with the challenges facing their profession. This approach of helping employees and their families, while also guiding organizations, builds healthy, sustainable behaviors. For over 30 years, we have offered industry leading Employee Assistance Programs, specialized support, training and consulting for a wide variety of industries.

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For additional information, visit [VITALWorkLife.com](https://www.vitalworklife.com)
or call 800.383.1908.