

COACHING PROGRAM

Flourishing Workplace™

Creating a culture that supports real organizational success!

“Customers will never love a company until the employees love it first.” ~ Simon Sinek

Why Should You Invest in Flourishing Workplace Coaching?




Organizational culture is the foundation of every workplace. A negative culture affects every aspect of the business and is often costing much more than realized. A positive culture builds firm roots that help an organization meet its mandate, grow successfully and weather the changes it is subject to.

Organizations that focus on developing and maintaining a positive environment and culture by design achieve greater success in meeting their goals. They have healthier, happier employees who are more engaged, productive and who tend to be ambassadors for the organization.

What is Flourishing Workplace Coaching?

Creating a workplace that flourishes is a journey and an ongoing commitment.

Key aspects of the program include:

-  **Leadership development** – to help your organization build internal capacity and leadership competence, in a sustainable manner.
-  **Employee engagement and responsibility** – to help your organization build an engaged and energized workforce.
-  **Embedding employee wellbeing into organizational culture** – a key strategic requirement for decision-making and execution of work throughout your policies, programs, processes and procedures



VALUE ON INVESTMENT

- Increased trust and engagement
- Increased attraction and retention
- Greater productivity and quality
- Better customer service and satisfaction
- Better use of resources
- Fewer unresolved conflicts and grievances
- Less risk of burnout and occupational injuries among employees
- Employer of choice
- Better ability to achieve strategic goals, objectives and targets
- Better reputation as an employer and as a business
- Less risk of employees engaging in behaviour that could be viewed as workplace harassment or bullying
- More attractive to potential investors

See next page for more details.

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How Does Flourishing Workplace Coaching Work?

The specific coaching your organization needs depends on what stage of culture development it is at.

- 🪄 **Scoping:** Establishing a baseline and creating a foundation that demonstrates leadership, commitment and active engagement in designing and creating a psychologically safe and healthy workplace that empowers employees to flourish.
- 🪄 **Tilling:** Identifying psychological health and safety hazards, assessing risk, prioritizing objectives and developing action plans to address specific workplace factors that are affecting the psychological health and wellbeing of your employees.
- 🪄 **Sowing:** Implementing action plans to embed employee wellbeing and psychologically healthy and safe management practices throughout critical organizational processes.
- 🪄 **Nourishing:** Closing the accountability loop and preparing for the future.

No matter which stage you are at, the program includes development of meaningful evaluation criteria that clearly demonstrate the impact of the improvements on key business outcomes.

Application Process

Space is very limited to ensure each Flourishing Workplace receives the utmost care in their program.

Schedule your free 60-minute discovery meeting to explore your organization's needs and determine what to include in your program.



About Your Coach



Liz Horvath, B.A.Sc., CRSP

Liz is the Founder and President of Hale Health and Safety Solutions. She is known for her professional and interpersonal skills in leading highly successful projects and committees and helping to transform toxic and dysfunctional work environments into cooperative and productive ones. She brings over 20 years of experience in navigating complex and controversial issues in health, safety, wellness and disability management, making them easier to understand and helping clients see a clear path forward. As a result, her work helps clients significantly improve their business and personal results while reducing their risk and costs related to stress, injury, illness and disease.

Liz was Project Manager for the creation of the National Standard of Canada on Psychological Health and Safety in the Workplace and is a sought-after trainer and international speaker on psychological health and safety and leadership.