

Healthy People Create Healthy Organisations

WE
DEVELOP
THE PEOPLE WHO
DEVELOP THE
BUSINESS.



Healthy People, Healthy Organisation

Coaching, Corporate Chaplain,
Culture Evangelist,
Constructive Thinking Partner

-Organisational
Health
-People
Development
-Leading
Transformation
-Relational
Coaching

“Organisational Health is the single greatest competitive advantage that any organisation has.”

-Patrick Lencioni-



WHAT IS: Organisational Health?

A healthy organisation is a place where people realize, grow and utilize their fullest potential.

When an organisation is healthy, people work together in unity to achieve the Vision.

The environment is human friendly, positive, filled with excitement, happiness and creativity.



Listen to Patrick Lencioni speaking about Organisational Health:



www.youtube.be/TIDC5h1hj_0

HOW WILL IT LOOK WHEN WE HAVE A HEALTHY ORGANISATION?

- We will have absolute **Clarity** regarding key business questions like: “Why we exist, how we behave, what we do, our strategic anchors, what is important right now and who is doing what?”
- We will have **Healthy People** with good **moral values** that practice the virtues of an ideal team member: humble, smart & hungry.
- Our **working environments** will be **positive** and filled with fun, laughter and creativity.
- There will be minimal politics & gossip in the organisation.
- We will have people that live as **fully integrated human beings** with transformed hearts & minds (Wholeness).
- People will be **fully engaged** in what they do, because they link their purpose to the purpose of the organisation.
- We will see **healthy relationships** between people and when there is tension, we solve it quickly.
- People will walk around with an **attitude** of gratitude and will be Partners for life where they multiply their talent.

Our aim is to bring a Solution

It is our aim to bring solutions to some of the most challenging people problems in an Organisation through genuine love and care.

Through years of experience in the implementation of Conventional methods to effect change, we decided to try something different and follow an Unconventional Approach that is proven to be successful through the stories of life change that took place.

To be Unconventional means: Not conforming to what is generally done or believed.



Coaching – Business, Leadership, Relational and Personal coaching.

Corporate Chaplain – Care and wellbeing of the entire organisation from the CEO to the cleaners

Workplace health is far less about number crunching, process optimization, and requirement keeping as it is about employee wholeness. Although important to operational efficiency, none of these are sustainable outside of a healthy workplace.

Unfortunately, healthy workplaces don't just happen. They are the product of an intentional effort to foster and sustain employee wholeness.

Culture Evangelist – Current reality VS Desired future. The why, the how, vision and mission through the beliefs of the organisation. Communicating of the culture. How a healthy organisation can impact the HR systems of that organisation. Bring culture in from new employments through inductions to performance reviews. Driving the culture in an organisation.

Constructive Thinking partner – Change management. New directions and problem solving.

Courses – Leading within. Personal Development Process, Leading our transformation.

Vision & Dream

Impacting the Culture of Organisations to be Healthy through Personal Transformation. Personal Transformation leads to Relational Transformation and Relational Transformation leads to Organisational Transformation

ORGANISATIONAL HEALTH PROCESSES



People Development Process

- What does it benefit a man if he gains the whole world but loses his soul?
- We invest in the whole person, not only the employee. The company values are integrated and reinforced in every session.

Key Outcomes:

- Healthy character and moral behaviour
- Identify and remove barriers
- Positive behaviour/attitude (values)



Leading OUR Transformation

Transformation is more than a quota system or a BBBEE scorecard. It is about the transformation of the hearts and minds of people.

Key Outcomes:

- Leaders who work together to achieve the vision of the organisation
- Leaders who think, feel and act from a transformed mind and heart (potential)



Relational Coaching

- Coaching that helps people to remove barriers in their own minds and focus on what is important.
- Trusted relational coaching to enable people to go through change quicker and adapt to changes in a mature way.

Key Outcomes:

- Moving into new role or team
- Solving relational tension
- Helping people to get perspective



Healthy people form healthy relationships and create healthy organisations

Our lives are an indivisible whole – who we are in our private lives affects who we are as employees, as friends, as partners, as parents. Who we are, is who we bring into the workplace, and it influences everyone around us. When we invest in **ourselves** through personal development, **everyone** wins.

The **People Development Process** is an unconventional, dynamic and edifying process that centres on human connection with a focus on the **transformation of our hearts and minds**.

It's allowing us to see the **potential** in ourselves and others. It is developed to bring **wholeness** to individuals and help them discover their passion, purpose and potential and understand their role in the team. The People Development Process forms a baseline for organisational health and **transformation** in any company or institution.



If you would like to know how Organisational Health can have an impact on your life, your business and teams or you want to know more about our processes, please contact us.

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