

Organizational Health Review[®]

Our Approach

Business success requires strength. Strength requires health.

In a healthy organization, collaboration and productivity are high, individuals and teams achieve and surpass goals, and employees are engaged and committed. Such an organization can change, evolve and be sustainable.

With its variety of data points and comprehensive structure, the Organizational Health Review (OHR[®]) gives business leaders the deep insights they need about the health of their company, and a plan to move forward toward more business success. The OHR reveals root causes, not just perceptions as in standard employee engagement surveys.

Whether you see cautionary signs like disappointing employee performance, or you want to stay proactive in keeping your company healthy and strong, Synergy Consulting Services can help you develop business health, and enhance business strength and success.

Our Organizational Health Model

Synergy Consulting Service’s model for Organizational Health is comprised of 14 principles that are based on the 3 core components of **Vision, Culture and Talent**.



Our Organizational Health Review

An **Organizational Health Review (OHR)** provides business leaders data on the business' demonstration of the 14 principles, and a roadmap for improvement. The process unfolds in 5 steps:



Deliverables

The comprehensive Organizational Health Review includes the following deliverables:

- a. Initiative planning
- b. Materials for initial employee communications about the initiative, and (if requested) the Consultant's presence in launch activities
- c. Administration of the OHR Employee Survey (comprised of approximately 40 questions) to all employees
- d. Interviews of 2-3 business leaders
- e. 4 hours of observation of internal meetings
- f. Comprehensive survey data, including breakdowns by employee function, employee area (department), employee location, gender, age range, tenure, race
- g. A written report containing highlights of the survey, material and fact review, interviews and observations
- h. Recommendations for the action plan
- i. Facilitation to support the business leaders' deciding upon an immediate action plan
- j. Written materials for use in sharing the initiative results and immediate action plan across the company

According to global consulting firm McKinsey & Company, 50% or more of a company's long-term success is based on its health.

Fee

The fee scales based on headcount. Don't be nervous – it is surprisingly affordable and worth it many times over.