

Consulting Services

All consultation services support our 7 Points of Transformation blueprint for building thriving workplace cultures.



1. Survey the Land *Data Collection & Analysis*

- Develop a **Current State of Wellbeing** summary to help connect key themes and relationships between the data sources and provide initial recommendations to guide your transformation efforts.
- Provide **Employee Experience Workplace Assessments** (via structured individual interviews and/or focus groups) to guide your culture transformation efforts.
- Deploy our all-employee **Thriving Workplace Culture Survey™**.



2. Create the Blueprint *Strategic and Annual Planning*

- Facilitate workshops and provide support to develop strategic and annual plans.
- Facilitate workshops and provide support to clarify and refine company Core Values.
- Develop a **Shared Culture & Guiding Principles** summary to help intentionally nurture the desired culture.



3. Pour a Solid Foundation *Develop Quality Leaders*

- Conduct a **Leadership Development Audit** to determine how the current strategy for developing leaders aligns with long-term sustainability.
- Provide support for creating a comprehensive **Leadership Development Strategy**.
- Facilitate workshops to support leadership development, increase self-awareness and improve thinking skills (including our popular **Effective Leading via Better Thinking™** and **Developing a Leadership Mindset** programs).
- Facilitate group-based **Immunity to Change** workshops that help people navigate the adaptive challenges that prevent them from making meaningful changes.
- Provide 1:1 **Intrinsic Coaching®** and **Adaptive Change Coaching** to support people in thinking better about their choices and being more effective in their personal and professional lives.
- Administer and leverage the unique **Judgment Index™** assessment (i.e., the Hartman Value Profile). This assessment identifies thinking patterns that guide the choices you make in your personal and professional life (including stress and resiliency indicators) and helps determine the root causes of team frustration, disengagement, lack of work-life integration and more.

Consulting Services

All consultation services support our 7 Points of Transformation blueprint for building thriving workplace cultures.



4. Frame the House *Create a Supportive Climate*

- Provide support for establishing a **Culture & Wellbeing Team** and a network of **Culture & Wellbeing Ambassadors**.
- Provide support to create a **Holistic Communication Plan** that aligns messaging, reinforces the culture, and nurtures organizational and employee wellbeing.
- Provide guidance for re-positioning wellbeing as part of the cultural brand and how the company values employees.
- Create an **Employee Wellbeing Overview** that highlights programs and resources available to support all areas of wellbeing.



5. Wire the House *Rethink Change*

- Redesign employee “Wellness or Else” programs to correct for incentives.
- Replace current carrot-and-stick approaches to change with strategies for creating the conditions for intrinsic motivation.
- Facilitate employee workshops that increase self-awareness and help elicit better thinking to guide their choices.
- Recommend quality coaching providers to support employee growth & development.



6. Decorate the House *Deploy Quality, Evidence-Based Programs and Resources*

- Conduct an **Employee Wellness Program Audit** and provide recommendations to enhance effectiveness and minimize harm.
- Provide guidance for moving away from “Pry, Poke, and Prod” programs to better support all areas of wellbeing.
- Provide support for developing a healthcare consumerism and literacy strategy.
- Facilitate the **Health for Every Body®** program (alternative for ineffective weight management initiatives).



7. Maintain the House *Continuous Quality Improvement*

- Develop a **Wellbeing Dashboard** to guide ongoing evaluation of efforts.
- Create an annual **State of Culture & Wellbeing Report**.

Contact Salveo Partners at
877-373-6850 or
info@salveopartners.com to take
advantage of these services