

A national, multi-site, vertically integrated Health Care Network engaged Javitch Associates to conduct assessments of organizational challenges and develop effective solutions:

CHALLENGES

- A lack of teamwork among network employees at all levels;
- Resistance to change; and
- Ineffective leadership and management.

SOLUTIONS DELIVERED

- Conducted individual and small group interviews with randomly selected employees in several sites at all levels of hierarcy;
- · Identified and determined depth of challenges;
- Solicited input from employees on possible solutions;
- Analyzed all data to create summary of findings and suggested solutions;
- Planned and coordinated a week-long retreat for 70 CEOs, CIOs and Medical Diretors;
- Conducted several topical sessions on planned organizational change, teambuilding and state-of-the-art leadership techniques;
- Returned two months later to determine impact of retreat and resulting action steps; and
- Provided ongoing training, coaching and consultations where needed.



Simple solutions to complex problems... Dedicated to finding the results that fit your companies needs.

ABOUT **Javitch Associates**

Founded in 1982, Javitch Associates is a global business management consulting firm with an experienced consulting team and a proven track record in advising and supporting companies in a broad range of industries including the healthcare, non-profit and consulting sectors.

We assist executives in solving problems concerning leadership, influence, power, organizational change, team building, conflict, motivation, morale, and much more.

The fundamental success or failure of any organization resides in the productivity of its employees. Developing leadership, resolving conflict, motivating individuals, planning for change, and building effective teams are just some of the keys to creating healthy and vital organizations.

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Consultants to leaders

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