



MH



WE CAN HELP

With Psychological Health at work

OUR SERVICES

Peer Support Program

National Standard - Psychological Health and Safety Standard

Corporate Culture Alignment

Training and Workshops - Managers & Unions

Leadership Program for Executives

Contact us : info@mhic-cism.com



BUILDING ORGANIZATIONAL CULTURES THAT THRIVE

DID YOU KNOW THAT:

Of the well-intended solutions organizations try to implement for performance based constraints, 70% of all change initiatives FAIL?

Does your ORGANIZATION have challenges with:

- 🕒 Influencing key leaders to fully integrate business plan initiatives, including your mental health agenda?
- 🕒 Shifting how others think and act?
- 🕒 Feeling like there isn't enough support, or time?
- 🕒 Wanting others to take ownership of their professional role accountabilities?
- 🕒 Wanting to accomplish more or wanting to make a bigger difference, but not having the resources to do so?

Corporate Culture Alignment

This service offer is linked to the following requirements in meeting the: **National Standard of Canada - Psychological Health and Safety**

- 4.4.3 Education, awareness, and communication
- 4.2.3 (d) Influence positively organizational culture
- 4.4.6 Competence and training

What: Leadership Development Program
1-50 candidates

Duration: Tailored to the organization - on average 12 to 24 months

For whom: **All levels and we recommend to begin with Business Leaders**

Type of training: A participative approach program that engages all participants. A validated and tested approach -10-year study of 24,000 people, resulting in mapping the five stages of organizational culture and unique leverage points that can be used to nudge a group forward to higher levels of performance.

Organizational challenge targeted by this training: Business initiatives that are unsuccessful. When resources are scarce and pressure to produce results is mounting, culture alignment helps manage challenging expectations and reduce stress.



If the answer is YES to any of the questions above, here is our service:

Corporate Culture Alignment Leadership Development Program

In the new era of business leadership, an aligned corporate culture is essential. Alignment occurs when diverse employee teams speak and act from shared values and a unifying purpose. Peer-to-peer partnerships become strengthened by mutual honour and trust. Employees experience a sense of being supported, of not spinning their wheels, and of finding efficiency and innovation more easily.

Corporate culture alignment is achieved by leveraging the natural groups within organizations. Individuals naturally gravitate towards certain people or groups with similar interests or common work projects. People naturally tribe. The power, commitment and loyalty these naturally forming groups possess can be immense. Passion for organizational success is re-ignited and **leadership evolves from a 'me' to 'we' mindset.**

The program begins with a culture assessment leading to customized recommendations that result in a 8 to 18 month program consisting of impact sessions for the team and executive (triad) coaching for leaders.

Topics covered during the training:

- **Empowerment:** You will be powerful in upgrading dysfunctional behaviour, mismanagement and errant leadership within most teams and organizations.
- **Collaboration:** You will shift your attention from individual performance to group performance.
- **Effectively make a difference in others performance:** You will have the tools to upgrade the performance level of where your employees are.
- **Innovation and motivation:** You will develop an action plan to lead your organization to the next performance level.
- **Influence and impact:** You will have the tools to unleash the full power of your organization to accomplish more.

The goal focuses on supporting organizations to shift their culture from one that is about the individual's needs and results to one that focuses on the organization's needs.