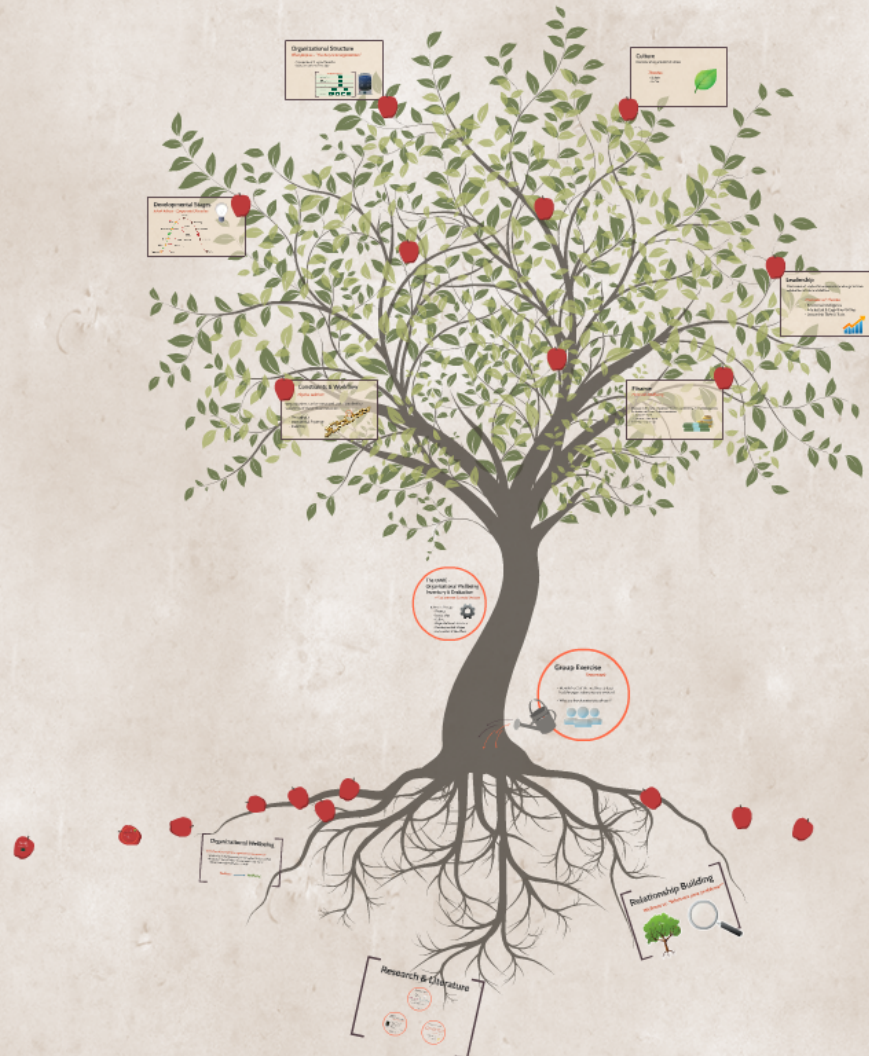


The OWIE A Brand New Approach to Organizational Wellbeing

Daniel C. Kimlinger, PhD
Human Resources & Organizational Psychology Leader
MINES & Associates

Patrick J. Hiestler, MA, LPC
Account Manager
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Objectives

- Identify characteristics of healthy versus unhealthy organizations
- Apply tools and principles develop organizational health strategies
- Implement strategies to increase the health of work organizations

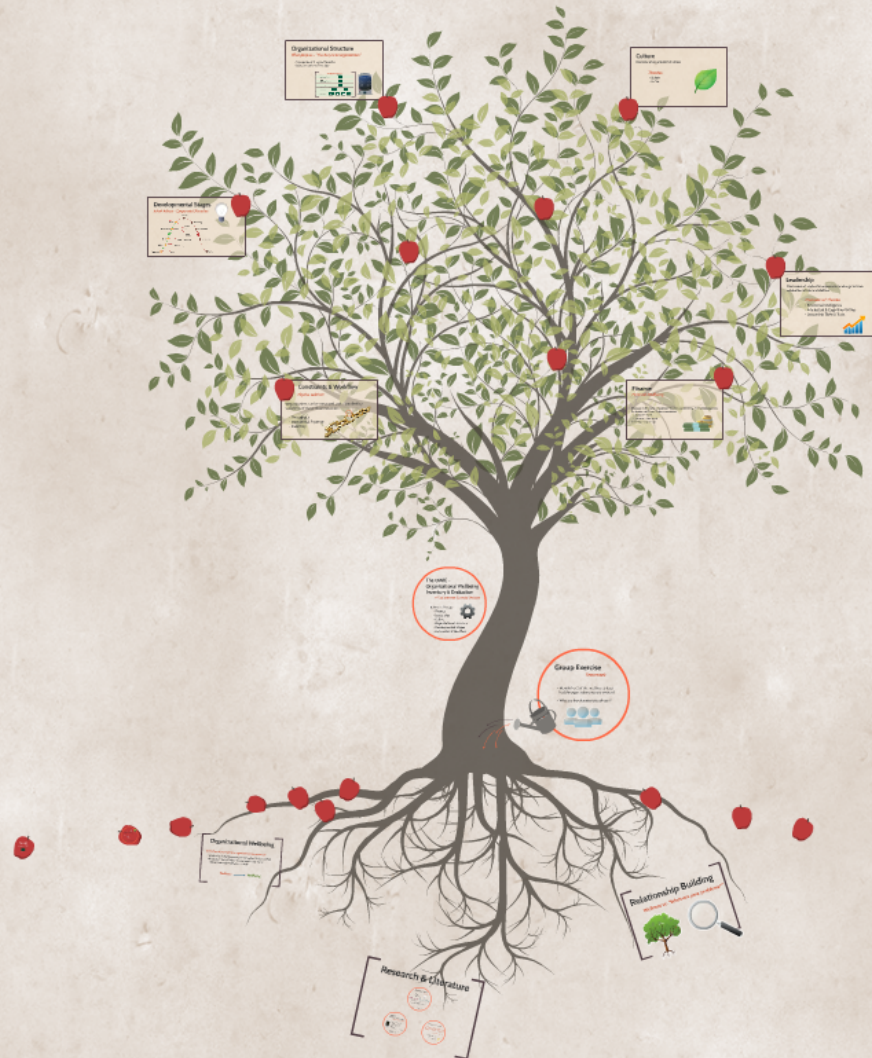
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Organizational Wellbeing

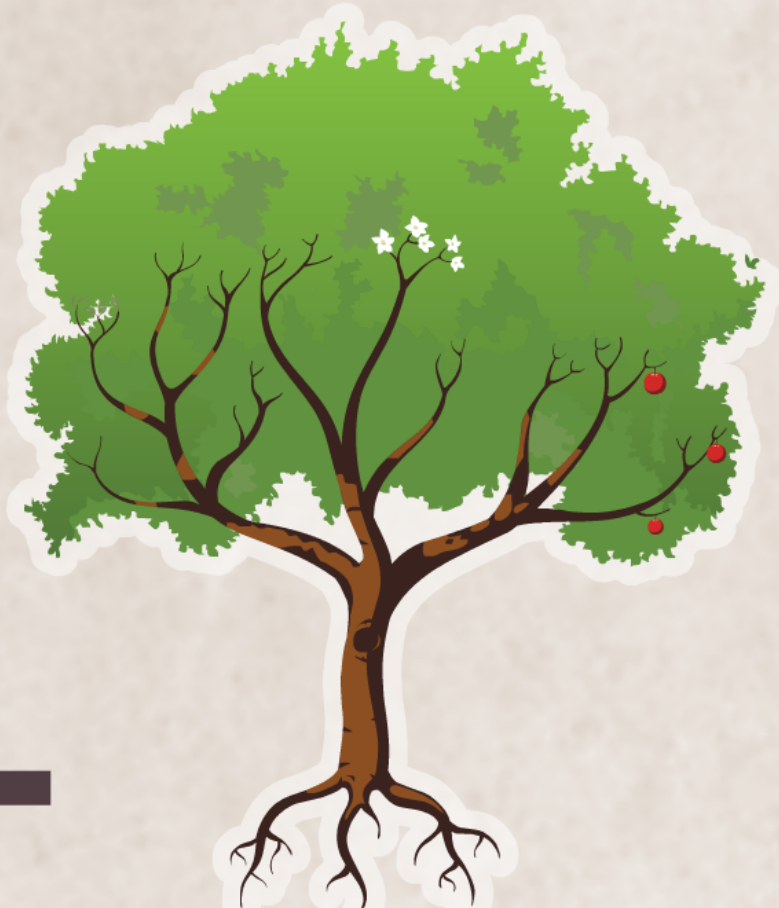
Evolution of preventative organizational assessment

- a) Behavioral Risk Assessment – Based on Rudy Yandrick
- b) Organizational Culture Assessment – Synthesis
- c) Organizational Wellbeing – OWIE

Wellness → *Wellbeing*

Relationship Building

Wellness vs. "What are your problems?"



Research & Literature

Gallup Study of Wellness

5,000 n

Studied:

- Engagement
- Wellbeing
- Workplace Culture



Individual wellbeing → Future Engagement

- High individual wellbeing people see workplace as positive, productive, and engaging.
- Employee engagement in year one affected future wellbeing culture and wellbeing culture change.

"How to Create a Culture of Organizational Wellbeing"
Business Journal 2/19/2012

CNR Study- National Research Council

Studied "Organizational Wellness"



Concluded 6 dimensions of wellness

- Tomorrow
- Staff Management Area
- Inside and Outside Area
- Resource Area
- Work Area
- Participation & Accountability Area

The Pursuit of Organizational Well-Being: an Exploratory
Study in a Public Research Agency (see Cultural
Aesthetics Research Journal of Social Sciences and
Humanity Vol 2 No. 2 2012)

Patrick Lencioni - The Advantage

An Organization has integrity - is healthy- when it is whole, consistent and complete, that is, when its management, operations, strategy and culture fit together and make sense."

- Patrick Lencioni -The Advantage

2 requirements for success:

Smart & Healthy



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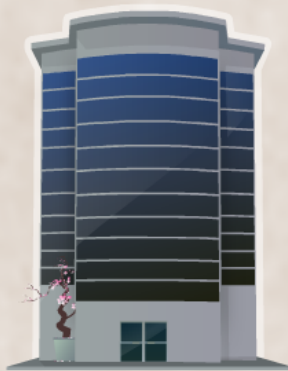
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*The Pursuit of Organizational Well-Being-an Exploratory
Study in a Public Research Agency Elisa Coli and
Antonella Rissotto Journal of Social Sciences and
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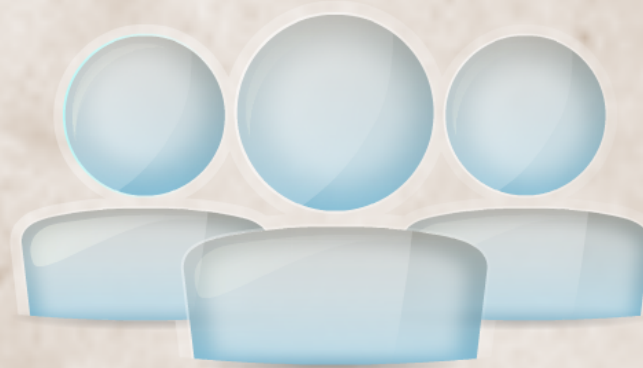
Smart & Healthy



Group Exercise

Teamwork

- Identify 1 or 2 of the healthiest & least healthy organizations you are aware of:
- What are the characteristics of each?



The OWIE - Organizational Wellbeing Inventory & Evaluation

A Tool to Create Essential Dialogue

6 Areas of Focus:

- *Finance*
- *Leadership*
- *Culture*
- *Organizational Structure*
- *Developmental Stages*
- *Constraints & Workflow*



6 Areas of Focus:

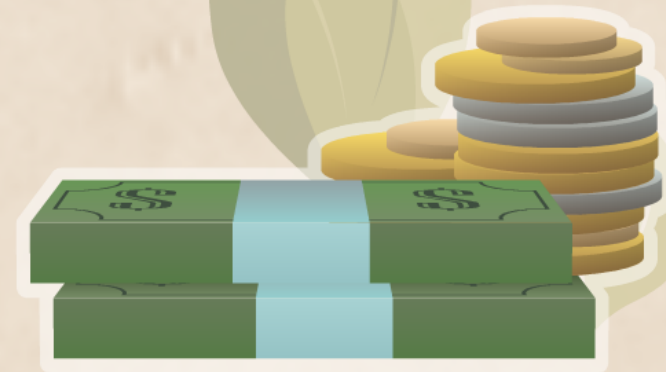
- *Finance*
- *Leadership*
- *Culture*
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Finance

Financial-Wellbeing

- Dialogue with leadership about finances, accounting, & financial practices
- Evaluation of financial documentation
 - Balance sheet
 - Income statement
- Projection modeling



Leadership

Discussion of leadership expectations of organization related to culture and abilities

Discussion of Theories

- Emotional Intelligence
- Intellectual & Cognitive Abilities
- Leadership Style & Traits



Culture

Overview of organizational culture

Theories

- Schein
- Kotter



Organizational Structure

Elliot Jacques - "The Requisite Organization"

- Appropriate & Effective Hierarchy
- Levels of Authority & Time Span



Managerial Hierarchy

Level 5

Outward looking into the market place 5-1- projects

CEO

Level 4

Outward looking into the market place 3-5 year projects

VP

Level 3

Has budget, manages systems, assigns resources: money, personnel and equipment

Manager

Level 2

Assigns work & does QA

Supervisor

Supervisor

Level 1

Does the work

Producer

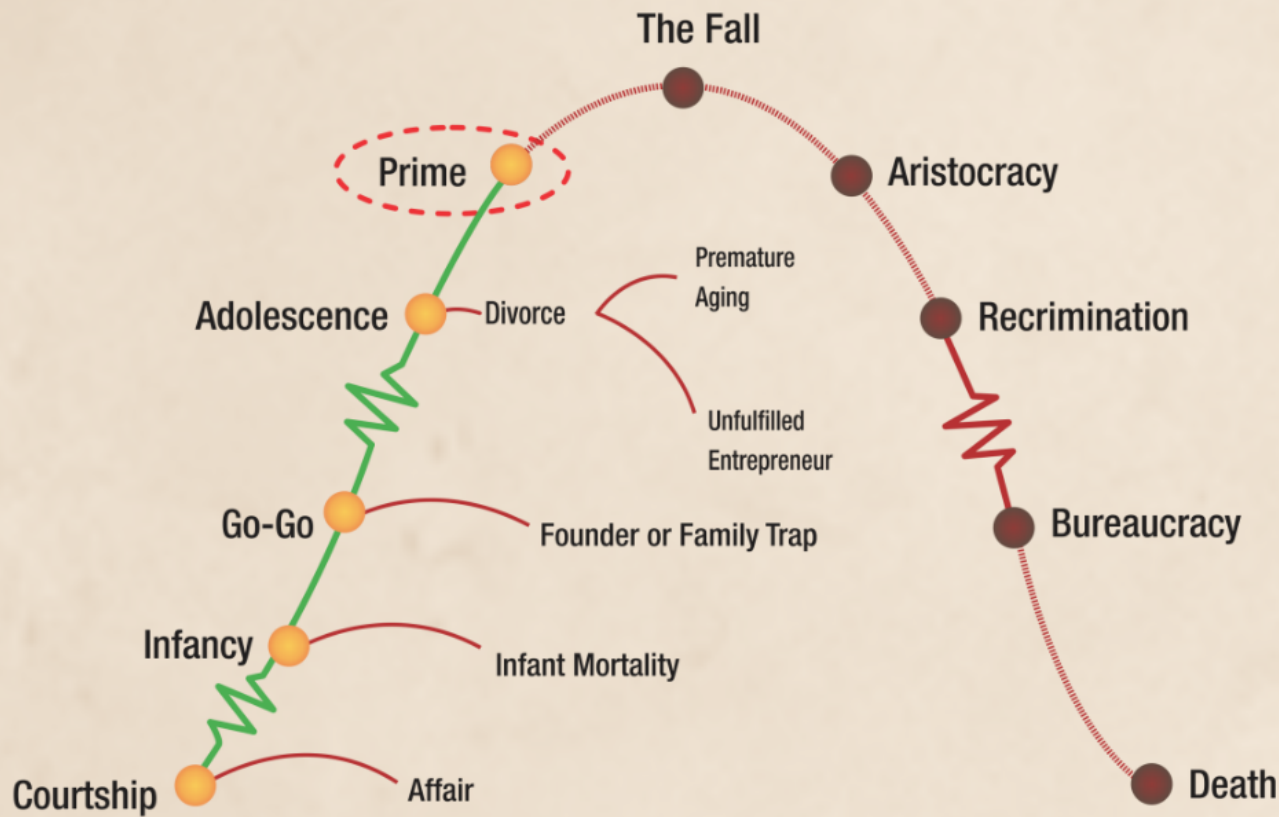
Producer

Producer

Producer

Developmental Stages

Ichak Adizes - Corporate Lifecycles






Constraints & Workflow

Eliyahu Goldratt

Organizations can be measured and controlled by variations of these three measures:

- Throughput
- Operational Expense
- Inventory





***You're Only as Strong as
Your Weakest Link***

Use the OWIE



1. Choose one of your organizations
2. In your area of Focus: discuss and determine;

How could you use the OWIE to increase the health of the organization?

What:



- Internal
- EAP
- Fee For Service



*Resources may need to be brought to bear
in the process of increased wellbeing*

Thank You!

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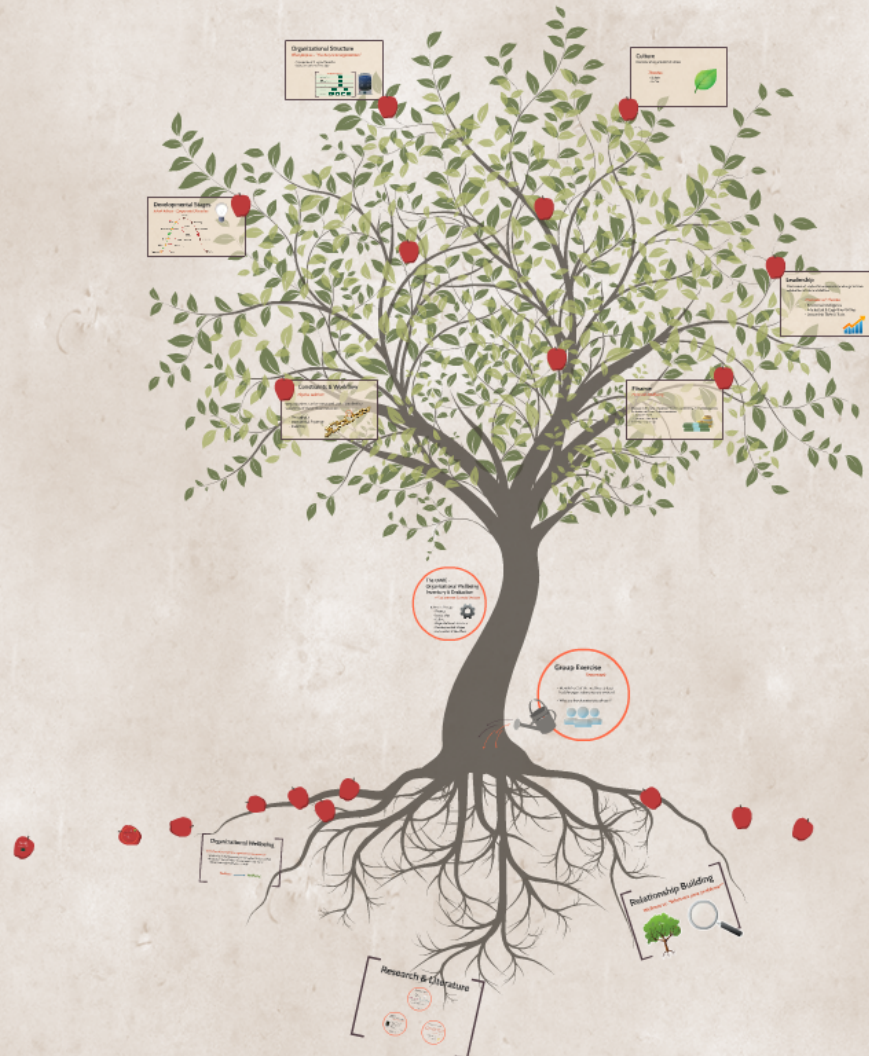


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