

The background of the entire page is a photograph of several people's hands in business attire, each holding a white puzzle piece. The puzzle pieces are arranged in a circular pattern, with some pieces already connected and others being held in place. The lighting is bright and even, highlighting the texture of the puzzle pieces and the skin tones of the hands.

Sand & Creek

WORKPLACE WELLNESS

Organization Assistance Program Service Catalog

ORGANIZATION ASSISTANCE PROGRAM

Sand Creek offers comprehensive services to assist your organization in becoming the best version of itself. Our experienced Organizational Development Specialist, trainers and clinicians are at your fingertips to assist with an array of services.

What Organizational Development Services Can Do:

- Helps in bringing change to organizations (change management).
- Helps organizations assess themselves and their environments.
- Helps to build strategies, structures and processes based on the assessments and change.
- Helps in making organizations more responsive to the needs of operating in highly complex and changing world.
- Helps managers and staff perform their tasks more effectively, providing skills and knowledge necessary for effective relations.

When Should I Seek Out Organizational Development Assistance?

- Before or during a change project that affects staff.
- After receiving recommendations from audits, self-studies or external reviews.
- During a transition of leadership.
- When divisions are merging or splitting.
- During periods of rapid growth in scope or size.
- When concerned about ongoing departures and turnover.
- If conflicts are excessive and interfering with work getting done.
- When frustration is mounting from too many challenges, demands, or internal competition.
- When the same problem persists despite changes in individual leaders or staff.
- If your team lacks healthy communication and shared goals.

Please explore our services and let us know what areas we can assist you in.

SERVICE PRICING

We invoice per line item and will discuss the rates during the initial consultation.

SERVICE DELIVERY

Service delivery is generally performed on-site at your organization to ensure we are delivering the best service to accommodate your needs.

SERVICES

Change Management

Continuous change is ever present in today's organizations, both transformational change as well as the more transactional change efforts (think technology). We offer capabilities, methods and tools to teams and organizations helping to design, develop, and deliver a change management and leadership plan responding to external or internal changes impacting the team or organization. Our focus is on enabling change, resulting in the adoption of new behaviors and mindsets by individuals and teams.

Critical Incident Stress Management (CISM)

What happens after a tragic event? You've made the right phone calls, you've provided the appropriate resources, but something else is needed to ensure that everything is provided for. We can provide on-site critical incident response or coordinating an on-site response. This occurs when an incident is urgent and a timely response to the incident is critical.

Crisis Management

Was there a death of an employee or an incident of work place violence? We can coordinate and consult with you regarding your response to a traumatic event and necessary steps and procedures to ensure the appropriate response. This could happen via phone or on-site.

Dispute Management

Mediators allow parties to explain the past—and what it means to them—while helping them look to the future. If the parties will continue to work together, mediators help them create a new map for their working relationship, one that will be acceptable, even if less than ideal. Mediation cannot always give people what they want. Often, it must help them become reconciled to imperfect situations. Yet, in the process of doing so, mediation can still help parties better understand each other, better deal with disagreements that will occur, and better bring closure to the past.

Facilitated Group

Conflict often disrupts teams and departments. Our facilitation services provide an objective skilled facilitator to lead productive dialogue and discussion among attendees. The primary goal is group discussion to solve an issue or problem affecting goal attainment or performance.

Leadership Development

Are you looking to retain one of your best performers? Or perhaps you're struggling with a leader that lacks the motivation or tools to perform to their capacity. We can provide individual professional development services for a leaders in collaboration with the individual's manager.

Organizational Assessment Process

We offer organization development to provide management and the organizational system with resources necessary to address and resolve issues that arise in the work system and interfere with the operation of the work place. Our consultants work on-site with each member of an identified workgroup, team or department. After the assessment process has been completed, there is planning session conducted to identify a plan, along with action items to propose next steps and to find solutions.

The process flow includes:

- A workplace assessment that may include:
 - Individual interviews or small group interviews are conducted.
 - Assessment of interview feedback and then a development of an outline of common themes and primary issues.
 - Development of a “Findings and Recommendations Summary Document” based on overall interview results. Themes and common issues are reported.
 - Work with identified management personnel/key stakeholders is performed to develop an action plan based on the recommendations.
 - Presentation of recommendations that includes an action plan with specific action items and an estimated timeline to interview participants in a group setting.
- After an action plan has been agreed upon by the key stakeholders and shared with the participating staff members, the identified issues are addressed and may include one or more of the following:
 - Facilitated conflict resolution session(s)
 - Staff or team development/training session(s)
 - Leadership/staff coaching and consultation
 - Training/consultation or work sessions with management personnel
 - Performance management development and implementation
 - Referral for additional services (as needed)
 - In addition, the following would be scheduled:
 - Consistent status and planning sessions with the appropriate management personnel and/or key stakeholders.
 - Facilitated working sessions with key stakeholders related to additional issues or future strategies (as needed).
- Additional work with management personnel/key stakeholders is done to:
 - Identify future needs and or strategic intent.
 - Define ongoing objectives.
 - Provide documentation of results.

Profile/Assessment Delivery

One of our certified, trained facilitators can administer the following profiles and assessments:

- Myers Briggs
- DISC
- Emotional Intelligence (EQ) Training
- Lean training

Specialty Training, Workshops, Seminars, and Staff Retreats

We offer workshops, trainings, seminars, and staff retreats for your employees as an optional service. We custom design these programs to meet the specific needs of your audience. These programs go more in-depth than our other education programs and allow the participants to gain both experience and knowledge to bring about real change in their lives.

Team Building

Team work takes intentional effort. We partner with you to identify areas of team weakness and strength, then we design and develop a focused intervention. Our interventions are collaborative and interactive, designed to appreciate the existing wisdom and skill of the team. Results can be measured by improved team communication, collaboration and goal attainment.

Training

We offer a robust catalog of training options that could be any content oriented presentation of any length. There may be discussion within the training, but the focus is based on communicating content. Please see our training catalog to learn more about what we offer.