



INSTITUTE FOR
HEALTHY LEADERSHIP

HEALTH + PRODUCTIVITY = SUCCESS

IHL is an organizational diagnostic and strategy consulting company whose mission is to offer game-changing human and workplace interventions for intentional corporate cultures.

In this fast-changing and uncertain world, US businesses and their people face extraordinary stresses that increasingly impact workplace culture and business performance. In this environment, leaders who care about their teams AND want top results face a dilemma.

The Institute for Healthy Leadership builds upon decades of corporate and academic experience in organizational leadership and health. We are the sole US source for a set of world-leading diagnostic tools to identify health related risks within your organization, from which we shape customized interventions that support both your people and your enterprise performance.

We do this because we believe:

- In creating truly sustainable and healthy workplaces
- Leaders need accurate diagnostic tools to best support their people in uncertain times
- Creating and maintaining an intentional, healthy corporate culture requires awareness of where and how organizational [dis]function creates health and performance risk.

IHL understands that the new cost-benefit analysis is that healthy workforces and sustainable workplaces fuel success.

IHL Services

We deliver affordable and timely change management that pays for itself by:

- Supporting workplace transformation while enhancing workforce resilience
- Identifying where issues lie—individual, team, organization, and/or demographic level—with their *quantified* health and financial impacts
- Making counseling referrals and identifying specific interventions for individuals identified as being at high-risk for physical or psychosocial damage.
- Supporting business leaders and highly-respected change agents to develop practical implementation plans based upon the critical path and causal factors of identified issues in priority order of urgency.

Organizational Human Factors Benchmark (OHFB)

At the heart of IHL's work is a unique predictive survey tool, the Organizational Human Factors Benchmark (OHFB), that provides assessment of three levels of organizational functioning: the system, the team or functional group, and the individual. The OHFB generates reports that clearly show the potential *financial* return on investment as an organization's management addresses the issues identified.

It has been used extensively for assessments of culture and aspects of culture such as diversity, equity and inclusion (DEI), as well as providing data about retention and risks to retention levels.

The OHFB has been operational in Europe, Africa and the Middle East for more than a decade, resulting in a comparative database of over 1.2 million responses to the survey instrument. This enables the generation of a wide range of reports that provide both an *internal* comparison of departments and teams against the company-wide results and an *external* comparison against a set of worldwide norms. There are no restrictions on the number or geographic location of respondents. All feedback reports can be analyzed by age, racial and/or gender identity, position in the organization and salary level.

Organizational Stress Assessment (OSA)

This is a *rapid response subset* of the OHFB that predicts organizational productivity impacts and absence rates caused by incidence of burnout and depression, based upon in-depth measurement of the incidence of stress-related ill health symptoms at individual psychological and physical level.

Management reports, including internal *and* external (norm-based) comparisons, can be analyzed by age, racial and/or gender identity to provide pointers to customized group interventions.

Readiness Assessment

Uncertain about your organization's ability to see through a change management intervention, IHL provides a half-day training and assessment session that will help you determine the answer.

Leaders' Health and Organizational Interventions

As a leader your energy and well-being effects your organization and your work impacts you. IHL's professional team brings a mix of senior, wise, pragmatic, insightful and innovative consultants as well as corporate and non-profit leaders committed to both people and profit. We offer active support for the implementation of organizational changes deriving from the survey reports or from other sources. Additionally, we will help you learn how to link your well-being as you pursue major organizational initiatives such as employee engagement, DEI, strategic planning and change management.

IHL Leadership

The team is led by Dr. Nancy Post, an expert on how to build and use human energy. She has spent her career advising leaders on how to optimize their own performance and health as well as the health of their teams and organizations. Blending her deep knowledge of health, leadership, and organizational performance, she is known for "wise, innovative and compassionate counsel with a practical edge." She has held a variety of positions at the University of Pennsylvania: in the Master's in Organizational Dynamics where she taught change management; at Wharton's Aresty Institute for Executive Education, and at Temple University's Executive MBA program where she created an Executive Health program called "Bring Your Body to Work"

