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How Is Your Organization's Health?

Healthcare today is increasingly on the airwaves and in the public's awareness. Preventative medicine is aggressively pursued to detect health problems before they become acute, or worse, critical.

Yet the health of an organization is often ignored, the symptoms of dysfunction left to mend themselves ... somehow. A diagnostic solution to improve organizational effectiveness is here--SSG's Organizational Health Check-Up.

Communications



Commitment



Responsibility



Integrity



Confrontation



Training and the tools of organizational development serve as preventative medicine for an organization's health. But without the proper diagnostic tools, attempts at corrective action can often be hit or miss. The organizational health check-up can help to eliminate the guesswork in this process.

Strategic Solutions Group's (SSG) health check-up diagnostic identifies key cultural areas where training or organizational development can change corporate behavior for positive ends.

SSG offers the organizational health check-up in a 3-hour workshop followed by a diagnostic report on the workshop's quantitative findings. Participants in the workshop complete a questionnaire which leads to scoring five dimensions of an organization's culture—communications, commitment, responsibility, integrity, and confrontation.

During this interactive workshop, participants gain a real-time qualitative sense of their organization's health. They do so by posting their scores on a chart

for the five dimensions. Low scores indicate an area that should receive early attention. Typically one or two of the dimensions reflect this situation.

As a first step in addressing the organizational issue, workshop teams are formed from members of different departments. As a group, they work through a process to identify ways and means to strengthen the lowest scoring cultural dimension.

The workshop becomes a model that can be replicated in greater detail after the workshop. Company task forces could then work with human resources to address issues identified

in the workshop. As a team they arrive at solutions for implementation. This workshop and its training transform opinions into action.

By employing this diagnostic tool and the follow-up report, the right priorities are placed on both the cultural dimensions and the proper training that can move the workforce needle toward more positive outcomes.

This diagnostic tool relies on the awareness and experience of the organization's people. They are best equipped to pinpoint areas in the culture where things aren't working.