



Approach	Process/Steps	Goals
<ul style="list-style-type: none"> <li>• Needs Analysis</li> </ul>	Survey and interview key personnel	<ul style="list-style-type: none"> <li>A. Clarify &amp; verbalize expectations</li> <li>B. Explore needs and challenges</li> <li>C. Understand barriers</li> </ul>
<ul style="list-style-type: none"> <li>• Plan</li> </ul>	Create outcomes and goals	<ul style="list-style-type: none"> <li>A. Create solutions and timeline</li> <li>B. Define balance and change process</li> <li>C. Clarify responsibility and commitment</li> </ul>

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<ul style="list-style-type: none"> <li>• Execute Plan</li> </ul>	4 days on-site to coach and facilitate change	<ul style="list-style-type: none"> <li>A. Coach to create a plan for transition</li> <li>B. Facilitate group sessions</li> <li>C. Mediate tough topics</li> <li>D. Change behaviours, teach new skills</li> </ul>
<ul style="list-style-type: none"> <li>• Measure</li> </ul>	Summary report to evaluate change and progress	<ul style="list-style-type: none"> <li>A. Share experiences and evaluations</li> <li>B. Document change and its impact</li> <li>C. Identify future needs</li> </ul>

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<ul style="list-style-type: none"> <li>• Coaching</li> </ul>	Coaching for 2 months	<ul style="list-style-type: none"> <li>A. Provide ongoing education/support</li> <li>B. Evaluate needs and change</li> </ul>