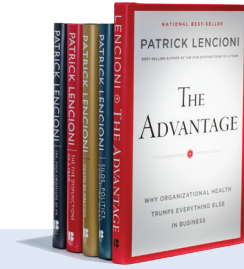


The Path to **ORGANIZATIONAL HEALTH**



Organizational health is a unique competitive advantage.

In a healthy organization the executive team is aligned and cohesive. Politics and confusion do not exist and the entire organization is working toward a common goal.

The Table Group's path to organizational health is based on the model in Patrick Lencioni's best-selling book, *The Advantage*, and is customized to the specific nature and situation of every client. Our consultants design and lead a unique process that will ensure the long-term establishment and adoption of organizational health.

Our approach, which can often span several months to a full year, includes three coordinated phases:

Phase 1: Build the Team and Create Clarity

Initially, Table Group Consultants work with the organization's executive team on becoming more cohesive and creating organizational clarity. This process begins with a two-day executive team offsite in which the team addresses the five behavioral pitfalls that face all teams, while working to answer the six critical questions required for true organizational clarity. Following that initial session, consultants engage with the team over a period of months to ensure behavioral progress continues and any clarity gaps close. This process continues while the next two phases are completed.

Phase 2: Communicate and Drive Clarity

Once organizational clarity is finalized, the focus shifts to cascading that clarity throughout the entire organization. This generally begins with a broader leadership session to create alignment and commitment and often leads to work with additional key leaders and their teams throughout the organization.

Phase 3: Confirm and Reinforce Clarity

Following the communication of organizational clarity, it is important to gauge how well that clarity has been adopted. Our consultants work with clients to assess the adoption of organizational clarity and assist in the development of practical processes around the company's core values, culture, strategy and operations.

Throughout the entire process, our consultants work with the CEO and key team members to ensure organizational health. As a result, the number of engagements required for each step depends on the size and complexity of an organization.