



## Organizational and Professional Development

**M**anagers must deal with a constantly changing business landscape. Reorganization, advances in technology, and changes in both the work force and work place culture demand new strategies to meet the challenges and take advantage of the opportunities they bring. Federal Occupational Health (FOH) provides Organizational Development and Management Training and Consulting Services to help agencies meet their goals.

FOH is a non-appropriated agency that provides occupational health and wellness services exclusively to federal employees. FOH was created by Congress in 1946 by an amendment to the Public Health Service Act (42 U.S.C.), and is a service unit within the Department of Health and Human Services (HHS), Program Support Center. Our **mission** is to improve the health, safety, and productivity of the federal workforce.

Qualified, trained FOH Organizational Development consultants can help agency leaders analyze problems, develop strategies, and implement customized solutions that will improve mission effectiveness. FOH consultants can develop and facilitate management retreats and provide executive coaching. FOH can also develop and conduct educational and skills oriented workshops and seminars to large and small groups.

### Organizational Change Management

Our consultants can work side by side with managers to facilitate organizational change so that your agency can achieve its desired business outcome. FOH helps to ensure that the change is a success via:

- Communications
- Training
- Alignment of roles and responsibilities
- Teambuilding and motivation strategies

FOH will work with your agency to improve management practices and workforce performance. Through interviews, focus groups, surveys, observations, review of historical material, and case analyses our professional consultants will assess organizational processes and partner with agency managers to develop targeted organizational strategies.

### Leadership Development

A range of specialized programs are available to enhance management effectiveness. Based on agency needs and preferences, consultants will utilize executive coaching, management planning sessions, self-assessment

tools, and instruction in supervisory methods. Both on-site instruction and retreats are offered to prepare supervisors to meet new challenges. Professional development training can also include some of the following workshops and seminars:

- Situational Leadership
- Leadership and Resiliency
- Understanding Your Individual Leadership Style
- Management of Change
- Why Empowered Employees Achieve
- Enhancing Employee Performance
- Emotional Intelligence

### **Training and Education**

FOH offers customized training programs that will fit the needs of your organization. FOH consultants can provide large group training, workshops, retreats, seminars, and individual training on a range of topics including:

- Change Management
- Team work and team building
- Conflict Resolution
- Strategic Planning
- Organizational Redesign
- Business Process Redesign
- Resiliency

### **Skill Development**

When organizations undergo change, employees may be required to learn new skill sets. FOH Consultants will work collaboratively with leaders to develop strategies that will successfully address employee concerns about the changing work environment. Topics include communications, team competencies, and goal setting. FOH conducts assessments to determine employee needs and provides skill oriented training such as:

- Communicating During Turbulent Times
- Revitalizing the Workplace: Behaviors to Get You There
- Change Management

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## **FOH, the Occupational Health Provider of Choice for the Federal Government**

**T**he mission of FOH is to improve the health, safety, and productivity of the federal workforce. Created by Congress in 1946, FOH is a non-appropriated service agency within the Department of Health and Human Services (HHS), Program Support Center.

Federal agencies throughout the U.S. and overseas can access FOH services. FOH provides worksite health services, Wellness/Fitness, Employee Assistance Programs (EAP), Work/Life, Environmental Health and Safety, Organizational and Professional Development, and Training and Education.

Make Federal Occupational Health your partner in building a healthier, more productive work force. For more information, please visit us at [www.foh.dhhs.gov](http://www.foh.dhhs.gov) or call us today at **1-800-457-9808**.