

Conflict-Alchemy™

A Program for Labor Peace and Prosperity around Healthcare in Your Company





A major healthcare related problem

The healthcare reality for almost every worker in America today is seeded with resistance to change – including disorientation, anger, and fear.

Workers have particular antagonism for employers – who represent a system that is failing them.

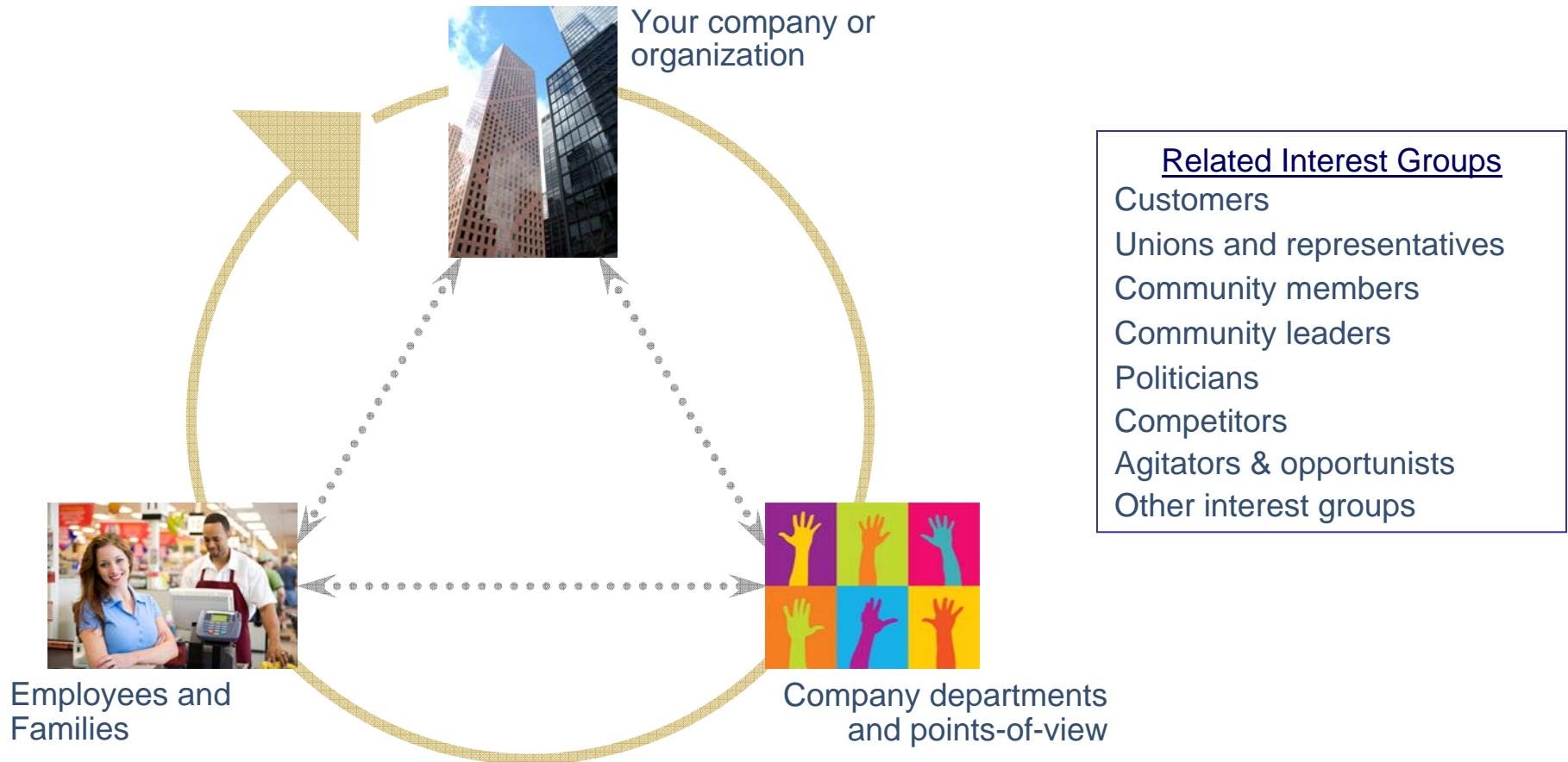
We can provide a solution within your organization by solving the resistance between employees and management around healthcare.

We cannot solve the healthcare issues, but we can help your company create a ***collaborative*** environment that will enable you to effectively implement market-based innovative approaches to healthcare.

This program will positively affect...



Parties in direct interest



But, emotional resistance must be overcome...



Emotional issues must be bridged

- Market-based programs can actually *effectively increase employee benefits*
- Employees do not realize how much their current “free” health care benefits are actually costing them
- Effective implementation of these programs requires active employee involvement and participation
- The solution to these employee issues requires more than education and information

Your company will benefit...



Company program benefits

- Management unity, with clear Healthcare direction
- Advantageous Healthcare strategy/partnership with employees
 - Affordable Healthcare – efficient resource allocation
 - Effective – meets strategic needs
 - Flexible – responds to market changes
- Positive relations with all parties in interest, and good feelings about the program
- Enhanced competitive values

Your employees will benefit...



Employee program benefits

- Understanding – acceptance of company’s limitations with awareness company is working to make things better
- Participation – adopting benefits best formatted for their own needs
- Responsibility – utilization of information and decision tools to get better healthcare at lower cost
- Self-Responsibility – using only benefits needed, with awareness that what they do affects others

Because the program delivers...



Program deliverables

- Reduced employee conflict with company, circumstances and healthcare program
- Development of environment for employee partnership relating to long-term healthcare program
- Increased employee receptivity for program participation and responsibility for its success
- Promotion of positive perception of company as good and caring employer

And, we are uniquely qualified...



About Conflict-Alchemy

- Experience with healthcare program roll-out, as well as crisis management and solving conflict
- Top and bottom line business experience
- Proprietary approach for solving conflicts that produces real change in the way people understand and relate to their circumstances and each other
- Published methodology by Society for Organizational Learning

So, we look forward to working with you...

Conflict-Alchemy™



Thank you

We look forward to speaking with you about your company's unique needs.

Contact:

David Pauker

dpauker@conflictalchemy.com

415.334.1100

www.conflictalchemy.com

Helping organizations change conflict into opportunity