



# Organizational Health: An Integrated Approach to Building Optimum Performance

*Naomi Stanford*

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## **Organizational Health: An Integrated Approach to Building Optimum Performance** Naomi Stanford

Organizational Health is an organization's ability to function effectively, to cope adequately, to change appropriately, and to grow from within. A healthy organization is just that in all its aspects: people, process, structures, systems, behaviours and governance. It is one where appropriate adaptive, maintenance and development activities are integral to maintaining performance and alignment in the operating environment. Organizational Health takes an informed look at the critical and interdependent elements of an organization that must be maintained in a healthy state for managers to meet their business goals. Using a practical, structured approach it covers: understanding and assessing organizational health; the impact of structures on organizational health such as hierarchies, alliances and joint ventures; control methods such as corporate governance, ethics and compliance; maintenance and development including OD, change management, learning and workplace environment; sustainability including carbon footprint and business ecosystems; indicators of health and dysfunction.

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