



River Valley Health  
Régie Santé de la Vallée

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### To Whom It May Concern:

We have utilized the services of **Integrity+** on a number of occasions during this past year. Our initial engagement began with senior managements' desire to see lasting sustainable change in improving productivity, reducing the meeting overload, and providing more life balance.

**Integrity+** delivered "**Information Overload Workshops**" to our senior managers and directors with overwhelming success. Comments about the workshop from participants included: " *This is the best workshop I have ever attended?*" " *This has made such a difference in my work and home life?*"

The components for success included in these workshops were coaching and follow-up for skill mastery and transition, evaluation and feedback to each participant and an in-office set-up.

Our most recent project with **Integrity+** was to review and improve our meeting culture. River Valley Health has a very inclusive culture, which is often achieved through meetings. We wanted to examine our meeting practice and determine how we could reduce our number of meetings, improve their effectiveness and free up time for our managers. We engaged **Integrity+** to deliver their "**Strategy for Effective Meetings Workshop**" to a senior management team. This helped us to:

- Assess our meeting overload and resulting costs
- Become aware of the individual and organizational pitfalls
- Paint a road map to change

The result:

- Senior management accepted a set of guidelines to change our overloaded meeting culture
- Set the stage in defining a set of measurable base line data to guide our personal and corporate improvement objectives.

You will find Baha and Margaret Habashy wonderful to work with and they are motivated to have their clients get results from the training. It is without hesitation that I would recommend the **Integrity+** workshops; the "**Strategy for Effective Meetings**" and the "**Information Overload**" to every overloaded manager or business leader. You will not be disappointed!

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