



VISIONARY HEALTH SOLUTIONS

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Visionary Leadership Coaching: Optimal Performance Through Individual Health

Susan Eisner, MPH, CASAC offers individual and group sessions in person and by phone for health professionals, and for administrative, leadership, and all staff members of any company including medical and non-medical organizations, as well as for the general public. She uses innovative, cutting-edge techniques that vary from traditional methods. These include stress management strategies combined into relaxing, self-reflective, guided introspection or inner-journey processes that address the root causes of current problems, and solutions, and promote more rapid, lasting improvement.

Who would seek out these services, and for what types of concerns? People:

- Who want to improve, and to clear specific blocks to their effectiveness, leadership, performance and productivity, creativity, decision making, handling conflicts, teamwork, motivation and concentration
- With issues of anger management, burnout, stress and anxiety, depression, fears and phobias
- Who wish to strengthen interpersonal communication skills professionally and personally
- Who have difficulty getting along with colleagues and staff, patients, family, friends, and others
- With compulsive behaviors like overeating, smoking, drinking, gambling, obsessive thinking, etc.
- With physical problems like pain, diagnosed and undiagnosed illnesses and symptoms, allergies, fatigue
- With personal problems that may impact their work

How does it work, and how is this different from other methods?

- Unlike in other methods, clients experience relaxing, guided introspection processes that reveal root causes of current problems, and generate solutions, leading to more rapid and more permanent improvement.
- It's well known that one's past impacts current behavior, attitudes, and psychological and physical health. Very traumatic events not emotionally skillfully handled at the time have an even stronger impact. When these remain unexamined, moving ahead in life is like driving a car using both the brake and gas pedal at the same time, but going nowhere. These processes deal directly with these issues, resulting in fewer fears, doubts and blocks, more emotional stability, and moving forward from stuck points to change.

What are the benefits and results?

Teams and organizations may profit from:

- Higher overall productivity and performance, and improved patient care in health facilities
- Improved employee morale, better functioning teams, and less conflict
- Fewer meetings, and less time, money and paperwork spent on dealing with problematic employees
- Less absenteeism, staff turnover, hiring and re-training, and fewer employee health problems

Many individuals:

- Achieve clarity about themselves and their impact on others, are more focused, confident and flexible
- Have fewer anger outbursts, communicate better and respond vs. impulsively reacting
- Achieve goals, make better decisions, are more creative, productive and motivated
- Develop new attitudes and belief systems that are beneficial to themselves and their organization
- Have higher self-esteem, respect and compassion for themselves and others
- Are more relaxed, and less anxious, depressed and fearful, and feel better physically
- Find relief from compulsive behaviors, and manage their emotions in less destructive ways

"Amazingly, a month after this process, I've had only minimal discomfort after a year of back pain. And I rearranged my office, got rid of stuff, and opened the blinds. My patients even noticed something changed in me. And oddly, I spoke patiently for an hour to someone I can't talk to for more than 10 minutes without getting annoyed. This imagery work is very effective. I'll refer Susan to my patients and colleagues." I.T., MD, Resident, Richmond University Medical Center

References Available: Call Susan to speak with physicians and other individuals who've experienced these sessions.



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Using Visionary Leadership Coaching in Your Department and Organization

All Departmental Personnel: Consider your physicians, leaders, office managers, secretaries and support personnel, etc. What issues or concerns would you or they identify as having, that Visionary Coaching may help resolve? For significant problems, schedule 3-4 sessions in the first month. Results will determine the need for additional sessions. If more progress is needed, another month of 3-4 sessions should be arranged. Once progress is good, monthly maintenance sessions are suggested. You may also suggest that all department members try one full session to get a clear sense of their benefit.

New Residents: 4-6 weeks after new residents arrive, using a preventive and early intervention strategy, schedule 2-3 sessions each to help them adjust to the stress of life as a resident and to resolve issues that arose since arrival. These should be set up 1-2 weeks apart. These sessions would be preceded by an initial interview session to identify specific issues to target during sessions.

Departmental Group Gatherings: Short processes can be conducted in groups so that all would benefit regarding issues common to the department. These processes would be tailor-made based on particular problems occurring at that time. They can be scheduled weekly or bi-weekly for 1-2 months to start. Additional maintenance sessions can be scheduled as needed.

Introductory Group Meeting: To introduce the concept of these sessions and stimulate interest in them, an introductory departmental meeting can be scheduled during which a sample process is conducted.

Patients: These sessions work well for physical illness and pain and are very helpful for patients individually and in groups. Groups use short processes and can be ongoing. Similar issue groups can be arranged: pregnant women, pregnant women with their partners and other family members, persons in pain, cancer patients, persons trying to lose weight, those with chronic illnesses like diabetes, etc.

Sample Session for Chairperson: To fully experience this work, both for personal benefit and to be able to refer others from first-hand experience, a sample session will be offered to Chairs at a 30% discount.

Location and Time: Individual sessions can be arranged in person and by phone. First sessions are best in person, though it's not necessary. In-person sessions can be held in a private, quiet space in the hospital, in a private practice, in another agreed upon location, and in a rented space in Queens. Groups can be scheduled at the hospital and other agreed upon locations. It is best for these sessions to be done during non-work hours for the client, though during work hours can be considered.

Confidentiality, Mandates and Nature of Sessions: These sessions are confidential unless potential harm to the client or others becomes evident. Note: this is not therapy. Diagnosis and treatment is not conducted. A combination of stress management modalities and techniques are used. Voluntary participation is as always best, though mandated sessions may be needed and are at your discretion.

Rates: Call Susan to discuss specific fees. Introductory rates run through 2009. In an initial interview, the person's issues are clarified. After that, the number of coaching sessions will be determined. At the end an action plan session will also be set up. Session lengths vary by process type, and range from 1-2 hours, occasionally being shorter or longer. Unusually long sessions may be charged at a higher rate. Group rates are negotiated on a case-by-case basis. Travel reimbursement will also be charged.