



a western canadian firm specializing in the health and human services sector

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Charis is a Greek term for grace.

To Charis consultants the term connotes:

- Striving for *graciousness* in our interactions with clients and colleagues,
- Our *appreciation* for the uniqueness of each project, and
- *Serendipity* – delighting in the unexpected.

clients

Our clients include federal and provincial governments, health authorities and organizations, educational organizations, private sector companies, non-profit organizations and professional associations. We help them address their challenges by drawing on a broad base of expertise that stretches across a variety of content areas.

- Adult education
- Children's health services
- Community development
- Continuing care
- Development and management of non-profit organizations
- Health promotion and disease/injury prevention
- Home care
- Nursing administration
- Population health
- Primary health care
- Public health
- Rehabilitation therapy
- Reproductive health
- Vocational rehabilitation
- Workers compensation

we value

- **excellence** customizing services to match each project's unique needs, and striving to leave a legacy of value.
- **integrity** offering the highest standards of confidentiality, trust and respect.
- **commitment** dedicating to each project, regardless of its size.
- **creativity** employing innovative and imaginative approaches.
- **flexibility** delighting in individual differences and recognizing projects are creative enterprises that often proceed in unanticipated ways.
- **professionalism** providing highly qualified and skilled associates with proven performance track records.
- **simplicity** focusing on the practical solution.
- **teamwork** harnessing the synergy of complementary strengths, with strong client and consulting project teams.

services

We offer a range of consulting and research services. Experience tells us that there are no “one-size fits all” solutions, so we customize our services to match your needs.

governance and strategic management

- Leadership and board development
- Strategy development
- Business planning
- Policy development and implementation

program and service design

- Needs assessment
- Planning and implementation of programs and services
- Redesign and restructuring

evaluation and performance measurement

- Program evaluation
- Economic evaluation
- Organizational review
- Concerns management systems
- Outcome and performance indicators
- Monitoring and reporting systems

linking research to reality

- Survey/questionnaire design and administration
- Quantitative and qualitative analysis
- Focus groups
- Conducting or supporting research initiatives

human resources

- Change management
- Conflict management
- Communication and negotiation skills
- Team building
- Train-the-trainer workshops and seminars
- Volunteer management and training

communications

- Program and project proposal writing
- Annual reports
- Communication planning
- Internal communications vehicles (e.g. newsletters, Intranets)
- Public communications and consultation
- Media relations (training, promotion and awareness campaigns)

