

54 Approaches to Organisational Healing

Reviewers Comments

An excellent guide to assist organisations to help people reach a state where work becomes a healthy, balanced aspect of life, and the organisation grows as a sustainable creator of wealth.

*Dr Paul Donaldson
Chairman of Sysco Management Consultants Limited*

Once again, Mike Wash provides telling insights from his great practical experience in identifying the symptoms shown by unhealthy organisations and guiding them towards a healthy future.

Professor Tom McGuffog MBE

Mike Wash is the kind of person who helps others to reach inside, find hidden resources, pull them out and point them in the right direction, to produce great results in life and business. In this rich and accessible book he helps the reader to understand the principles of how to work in an effective, ethical and holistic way – if you work in any kind of human resources – you will want to read this book now!

*Dr Janice Russell, Module Leader
University of Hull Coaching Masters Course*

Having used the approaches described within this resource, and seen the benefits for individuals, team and the organisation as a result, I would say this is a must-have resource for any organisation development practitioner. Mike brings the subject matter to life in a very practical way.

*Alison Johnson, Assistant Director of Organisation Development
Halton and St Helens Primary Care Trust*

This has all the most useful tools in the essential tool kit for someone new to the notion of manager as facilitator. This is essential organisational first aid to enable organisations to move toward greater health.

*Bryce Taylor, Director
Oasis School of Human Relations*

The often unhealthy aspects of organisational life are familiar ground; much less familiar are practical approaches to addressing these in a systematic way. This book offers a much needed helping hand to bring an often daunting challenge down to a workable size for leaders, managers, practitioners and anyone with an interest in helping organisations work more effectively.

*Graham Barkus, Head of Organisation Development and Learning
Cathay Pacific Airways*

This book presents a really useful challenge to every manager and leader, no matter how long they have been in business. I would recommend this to anyone brave enough to admit they are now perfect!

*Suzanne Hughes, Regional Corporate Affairs Manager
Environment Agency – North West UK*

I wish that I had access to this insightful book when I was a young manager who knew everything (!), but needed reference points and a counter-view. Come to think of it, I wish that I'd had it when I was an old manager!

*Lawrence Jackson, Managing Director (Retired)
Gentech International Limited*

This book helps managers to identify not just what needs to be done 'in the moment', but also how open and honest discussion between employees and employers can lead to what Mike Wash describes as 'organisational healing'. Though many of the situations and dialogues are fun to read, they also make the reader squirm with embarrassment from the sheer recollection of having heard these types of conversations before – and yet, done little to bring about learning and renewal in any real or meaningful way.

The 54 Approaches illustrate clearly what it takes to sustain health and wealth through the process of work.

*Christopher Bunker, Head of HR Europe
Polaroid Corporation (Part of the Petters Group Worldwide)*

Mike Wash uses his vast experience of people, organisations and processes to enable the reader to enhance themselves, their organisations and their lives. This book will be invaluable for CEO's, MD's, coaches and anyone working, needing or choosing to heal their organisation. I shall recommend this to all my students as absolutely essential reading.

*Dr Graham Dexter, Module Leader
University of Hull Coaching Masters Course*

This book makes a valuable contribution and is consistent with the values of effective and authentic leadership. The worked examples are extremely helpful and I wish I have them many years ago. It caused me to reflect and that's what is really important about any such text – you learn and gain insight.

*Tony Bell OBS, Chief Executive
Liverpool and Broadgreen Hospitals NHS Trust*

Mike Wash is insightful, caring, realistic and yet visionary. He wants you to make the best of the world and the people you find in it. If you believe in working together *healthily* for continuous improvement then this book is for you. It tells you how to achieve it and how to spot mistakes you might be making. As ever, he writes clearly, with passion and yet with practicality. I wish he was my manager.

*Lindsey Jackson, Director
Enhance Wellbeing Limited*