

THE PARTNERSHIP THAT WORKS

3-STEP MODEL FOR TOTAL WORKER HEALTH & SAFETY

achieved through EMPLOYER/WORKER cooperation,
Internal locus of control & interpersonal trust

OBJECTIVES AND SERVICES

American NETWORK Services, Inc. (ANS) creates Employer/Worker Partnerships That Work. We believe corporate cultures achieve maximum healthcare outcomes when Employer/Worker healthcare goals are aligned with common purpose. Most importantly, we believe Workers need to be continuously listened to so Employers can respond with health and safety initiatives directly relevant to ever changing Worker concerns. Our proprietary Personal Concerns Inventory measures over 1000 Personal Concerns in about 20 minutes, measuring what matters most to Workers at the time of each PCI completion. Your corporate database reveals these concerns which will vary by departments, ethnic backgrounds, gender, age and income levels, and are likely to change over time. The PCI measures these changes on an ongoing basis, as often as desired.

Once Worker concerns are measured, our comprehensive and highly flexible PPPeLearning course provides Workers with the education and self-care tools they need to deal with their concerns. This requires significant Employer leadership and Worker buy in and this needs to be continuously supported



so desired health and safety outcomes are realized on an ongoing basis. Worker well-being is achieved through an adaptive process, requiring wellness initiatives addressing the changing needs of diverse Workers from diverse backgrounds, with diverse personal resources. Our 3-Step Model for System change measures such diversity and offers a solution that is 100% E-Learning, web based.

EVER-EVOLVING SERVICE GOALS

The time is right for a dynamic transformation of corporate culture driven by a genuine partnership between Employers and Workers. Positive PERFORMANCE Psychology offers a Sport Psychology based, 3-Step Model for System Change, featuring the new definition of mental health as published in *the*

World Psychiatric Association (WPA), emphasizing basic cognitive and social skills, ability to modulate emotions, empathize with others, to be flexible while coping with adverse life events, along with a harmonious relationship between body and mind.

This is what our *for profit* and *nonprofit service organizations* offer, as we have since 1980 when first publishing *The Back School, The Portable Back School, 12-Steps To A Pain-Free Back, Freedom From Stress and Back Pain, Tension Management & Relaxation*, and later, *In The Zone: Making Winning Moments Your Way of Life* and *Teeing Off With The Masters: A Sport Psychology Novel*.

Joining the digital revolution we launch our all new, Positive PERFORMANCE Psychology within a 100% E-Learning platform, making it possible for you to access our complete suite of human development mini courses instantly at no or minimal cost.

Our history of clients who successfully implemented our previous Train Your Trainers services includes, Air Products and Chemicals, Marriott Corporation, The Queen's HealthCare System in Hawaii, Coors, TVA, Michigan Hospital Association, Boise Cascade, Blue Mountain Energy, New York Power Authority, Princeton University Plasma Physics Lab, to name but a few.

The American Society of Professionals Association (ASSP) partnered with us, marketing regional seminars for Safety Directors interested in our Train Your Trainers service model.

We invite you and your organization to join us, as we collectively move forward into our current E-Learning, human development, global environment.

3-STEP MODEL FOR SYSTEM CHANGE

Positive PERFORMANCE Psychology offers Worker based self-assessments, PPPeLearning and In The Zone High-Performance Skills Training. Our 3-Step Model for System Change integrates Employers and Workers in The Partnership That Works.

The Three Steps are:



Step 1: **Unfreezing Stage**: measure over 1000 personal concerns of your workers on a continuing basis

Step 2: **Changing Stage**: implement our on-line Worker PPPeLearning courses addressing these concerns

Step 3: **Refreezing Stage**: stabilize In The Zone High Performance Skills across your organization

Step 1 starts with implementation of our proprietary Worker self-assessment tool measuring Worker personal concerns and issues, systematically addressed later in Step 2 with our PPPeLearning services. The *Personal Concerns Inventory (PCI)* is HIPPA compliant, fully protecting Worker privacy issues, and measures over 1000 Worker personal concerns in about 20 minutes, delivering (*for your eyes only*) “*This is Me!*” online reports.

For Employers wanting a corporate database, the PCI is available on a licensing basis, yielding a daily “*This is Us!*” online report. The PCI maintains an ongoing, changing data base for organizations wanting Worker input on a regular basis, creating a dynamic corporate database directly measuring Worker health concerns and life satisfaction.

Step 2. Involves strategic implementation of our PPPeLearning suite of online mini courses. It is a highly flexible program dealing with multiple issues including back injuries, stress management, wellness. and Worker capabilities for self-care regarding their health and safety needs, both at work and home. Because PPPeLearning is online, family members are invited to participate as well.

Your **NETWORK Coaches** (*in-house PPPeLearning In The Zone Coaches*) are of particular significance during Step 2 as they strategically introduce PPPeLearning program elements to various divisions in need of customized services. Example: Divisions with high rates of back injuries might focus on *Power Breathing In The Position of Strength*, our martial arts based training module, counteracting all strains and sprains, especially back injuries.



Step 3 stabilizes Worker self-care capabilities with PPPeLearning follow-up programs, many of which Workers can do themselves at their workstations at home and online. Example: Relaxation Therapy to develop Relaxation Skills.

Employer/Worker focus groups, reviewing PCI data, along with ongoing rates of injuries in various departments further cement proactive system change. Enduring culture change requires continuing alignment of Employer/Worker goals for a work environment; a work environment meeting everyone’s needs to be heard, responded to and valued, creating best of class human development environments.

WE BECOME WHAT WE DO

A guiding principle of all PPPeLearning mini courses is the importance of taking *Focused Action* and doing what it takes to create change at individual and organizational levels. All *In The Zone Skills Training* modules are the result of thousands of hours of onsite training sessions and all mini-courses are focused on “*learning through doing.*”

In The Zone Skills Training is similar to martial arts training where basic performance skills learned early on, become the foundation for more complex, high performance skills as seen in our emphasis on mind/body integration with a full-body attitude. Practice of basic and more evolved performance skills based on “*principles of correct human movement,*” make PPPeLearning a unique learning experience, positively impacting Worker performances, on the job, at home, in sports and all activities of daily living. Example: Workers learn, how *Power Breathing in the Position of Strength* is basic to the martial arts, your golf swing, correct lifting, pushing, pulling, reaching, standing, and even sitting; Workers become engaged in correct movement as a matter of practice and habit. “*All correct movement is exercise. All incorrect movement causes injury.*”

FOR PROFIT AND NONPROFIT OPTIONS

We want to disseminate our science, evidence based PPPeLearning technologies as widely as possible. It is our dedication to assist employers everywhere toward modernization of corporate culture, built upon “The Partnership That Works.” Our Total Worker Health & Safety, 3-Step Model for System Change can be implemented at no or minimal cost to you or your organization through our nonprofit

www.YourVoiceMatters.com

If you are an Employer wanting in-house- control regarding our PCI system assessments, PPPeLearning mini-courses and www.PsychChatsOnline.com services, we will customize a licensing agreement allowing you full-control over the entire complex of Total Health & Safety Services. This option can be reviewed at www.ANScentral.com

Our vision and services are based on “**WE BECOME WHAT WE DO.**” We welcome your proactive participation.

YOU MAY WONDER

why we offer for profit and nonprofit options. Our services are not driven by maximization of profit motives as we are fully focused on human development services, useful to anyone seeking personal and/or system change as defined above.

We are dedicated to EVERYDAY PEOPLE ELEVATING MENTAL HEALTH, and this includes emotional and physical health, as these are intimately inter-connected. We want to help you transform your corporate culture, enhancing corporate effectiveness and profitability, while also shaping a working environment supported by Employers and Workers with genuine buy-in.

Our reward comes with the realization Employers/Workers are pursuing Cooperative Enterprise based on Internal Locus of Control and Interpersonal Trust. We offer a science based, theoretical model, and the system change online training tools needed to achieve this within your everyday work and home environments.

To understand the practical power of the Partnership That Works, consider the fact that a significant predictor of a Worker' Compensation Claim is the Worker's relationship with a Supervisor. This simple fact illustrates the importance of Interpersonal Trust as a central ingredient in your positive work environment.



SUMMARY

As an Employer, or a concerned frontline Worker within your organization, you may be inspired by our vision for system change. If so, review our for profit and nonprofit sites. Decide which option best suits your needs for Total Worker Health & Safety. Make *The Partnership That Works* a measurable reality within your work and home environments.