



# YOUR PARTNERS IN CREATING POSITIVE WORKPLACES

Civility Partners is a strategic organizational development firm passionate about reducing the pain we know thousands of people feel at work each and every day.

## Our Services:



### Climate Assessments

Our climate assessment is a snapshot in time of your culture. It will show your workforce's perceptions and attitudes on five culture constructs: Relationships, Internal Communication, Job Satisfaction, Employee Engagement, and Inclusion.

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### Data Driven Action Plans for Change

Armed with data, we'll take you through the process of creating and implementing a plan for change. In addition to upskilling leaders, managers and the workforce, plans often include revamping performance management systems, onboarding, internal communication processes, succession planning, and more.

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### Training Programs

Onsite and online programs custom built for your needs. Our topics include From Bystander to Upstander, Communication Skills, Coaching Poor Behavior, Leadership and Manager Cohorts, and more.

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### Coaching Abrasive Leaders

Abrasive and insensitive but highly valued leaders can change through coaching. Help them be more effective leaders and minimize your liability by eliminating harmful behaviors.

**Our CEO, Catherine Mattice, is available for keynotes and conference presentations on building culture, leading the workforce through change, coaching abrasive leaders, and several other topics. [Get her speaker sheet here.](#)**



## ABOUT

Founded on the belief that employers should create an environment where their employees feel valued and respected, the Civility Partners team is passionate about their mission to partner with clients to help them create a positive and inclusive workplace environment.

Stop dreaming about a positive workplace and start doing it.

## CLIENTS INCLUDE



## AS SEEN IN



## INDUSTRIES SERVED

- Higher education
- Nonprofits, both large and small
- Healthcare
- Military
- Privately held and family owned
- Manufacturing
- Technology & IT
- City, county & federal government
- Union environments
- Professional services
- Banking & finance

*Civility Partners possesses such a comprehensive mastery of workplace bullying that they can apply their knowledge to any culture or workplace. Our collaboration was hugely successful. -- University of Florida*

*Civility Partners worked with our management team and provided the tools to staff to set the stage for a positive work environment. It was so well received we offered it to another department. -- O'Connor Hospital*

*Civility Partners gave managers the tools to create change. The negative walls came down and allowed the positive to creep in, and a way to build trust among one another. We are becoming, once again, a good place to work. -- Inland Regional Center*

Take a look at how these organizations turned around toxic and unproductive workplace cultures by reviewing their [CASE STUDIES](#).