

EVALUATION EXAMPLES:

Workplace Evaluation

Analysis of major workforce processes and experiences
Description of how the workplace affects employees
Observation of changes, outcomes, and impacts
Analysis of experienced workplace strengths and weaknesses as reported by employees

Consumer Evaluation

Unveiling customers' storied experience with a particular product or service
Uncovering the detailed experience with a product or service
Discovering how the product or service can be improved

Program Evaluation

Learning the experience of being part of the program
Ascertaining data on how the program can be improved
Determining what participants have gained from being part of the program
Discovering the detailed story and meaning of how the program is effective or ineffective

Project Liaison

One Feather Consulting can assist with the development and analysis procedures of project working within the Native American landscape.

One Feather Consulting can assist in establishing tribal advisory teams to review and oversee evaluation procedures and protocol. One Feather Consulting can serve as a project /community liaison.

EMPLOYEE ASSISTANCE PROGRAM (EAP): What is the Employee Assistance Program (EAP)?

There is an emerging body of research that demonstrates the value of Employee Assistance Programs (EAPs) in dealing with various concerns that may influence work performances. One Feather EAP is designed for employers to provide their workforce with short term counseling and referral services that relate to: marriage problems, substance misuse, on the job stress, emotional concerns, and other issues that may arise in one's social and employment environment. Further, One Feather EAP is an additional benefit to retain your top talent and reduce turnover.

Consider the following facts:

*70% of all current adult illegal drug users are employed. (NIDA Capsules, National Institute on Drug Abuse, 1990).
For every dollar they invest in an EAP, employers generally save anywhere from \$5 to \$16. (What Works: Workplaces without Drugs, U.S. Department of Labor, 1990.)
A 1993 study estimated that the economic burden of depression in 1990 was \$44 billion; 55% of that amount was attributed to workplace costs, including absenteeism and reductions in productivity. (Greenberg et al., Journal of Clinical Psychology, 1993)
Help your employees achieve a healthy balance between work and life.*

MAXIMIZE EMPLOYEE PRODUCTIVITY

When work/life issues are resolved, your employees are more engaged in their job responsibilities.

REDUCE ABSENTEEISM

Work and life concerns create unplanned absences that impact your organization. Give your employees a resource to deal with these concerns.

ATTRACT AND RETAIN A QUALITY WORKFORCE

Assist employees take the necessary steps to eliminate personal stressors before they lead to larger concerns.
If you are interested in providing this additional benefit for your employees and would like to find out more information, please feel free to contact us.

Who can I call for more information?

CONTACT INFORMATION:

Email: info@onefeatherconsulting.com
Toll-Free: 1-800-905-2911

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Employee Assistance Program (EAP)

Social Impact Studies

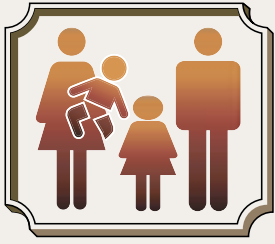
Evaluation and Research Training

Evaluation for Programs and Organizations

Wellness Workshops and Diversity Training

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One Feather Consulting

.com

Our Purpose

One Feather Consulting is a Native American owned company operated from the sovereign territories of the Seneca Nation of Indians. One Feather Consulting offers culturally sensitive approaches to evaluation and related services. These services are intended for a diverse clientele including **Native and non-Native entities:**

- Native American Tribes
- Native American Casino Projects
- Native American Urban Centers
- Organizations doing work with Tribes or Native Peoples
- Native owned business ventures
- Native based projects
- Government agencies working with Tribal entities
- General Industrial and Manufacturing Firms
- Small/Medium/Large Corporations
- Non Profit Organizations
- Town/County/State/Federal Organizations
- Department Stores
- School Districts
- Hospitals

One Feather Consulting offers assistance in evaluating health service programs, employee assistance programming and informational/educational workshops, the development of employee satisfaction reports and advanced consumer evaluation. One Feather Consulting can also serve as a Native American liaison on projects. Further, One Feather Consulting offers the development of social impact, research, and evaluation studies. One Feather Consulting can also assist with the creation of tribal institutional review boards.



Rodney C. Haring, PhD, LMSW,

Founder and owner of One Feather Consulting is an enrolled member of the Seneca Nation of Indians and resides on the Cattaraugus Reservation. He holds a doctoral degree in social welfare at the State University of New York at Buffalo. He is also a New York State Licensed Master of Social Work and has evaluation intern experience from Harvard Medical School, the State University of New York at Buffalo, and the State University of New York at Stony Brook.

In relation to working with Native American people in occupational settings, Dr. Haring was the former director of the Seneca Nation of Indians Vocational Readiness Program and sat on the United States Department of Labor, Welfare to Work Tribal Workgroup Organization in Washington, D.C. Further, Dr. Haring has trained at Salish Kootenai College in the state of Washington specializing in the area of Native American employment and training and was a caseworker at Native American Community Services Urban Center of Buffalo, New York. He is a member of the Native Researchers Network, Society of Social Work Research and is the recipient of the Seneca Nation of Indians Professional Scholarship, Chief Freeman Johnson Scholar Award, and an American Indian Graduate Center Fellow. Academic training in research and evaluation procedures include classes in qualitative program evaluation, clinical psychology research methods, social personality research methods, social work research methods, advanced sociological statistical techniques, advanced qualitative research, and Internet research.

Evaluation Services

One Feather Consulting is committed to qualitative or story-telling evaluation methodologies which are community oriented and based in the scientific method of grounded theory. Grounded theory and oral tradition reporting will be used to construct a model comprised of categorical processes that explain how people strategize their meanings of, and experiences with, a proposed project. Data will be collected by in-person, online, or telephone interviewing methods. The results of the evaluation will provide a framework for organizational, program, and industry success based on the experiences of those involved.

One Feather Consulting can serve as an additional member on qualitative projects to provide analysis from a Native perspective. Thus, increasing the rigor of projects by adding a culturally sensitive perspective to the investigator triangulation process.

What is Qualitative Evaluation?

Qualitative evaluation is designed to reveal a target audience's range of behaviors and experiences that drive it with reference to specific issues. It uses in-depth studies of small groups of people to guide and build theory. The results of a qualitative evaluation are explanatory and represent the storied meaning of the target audience.

Qualitative evaluation methods originated in the social and behavioral sciences: social work, sociology, anthropology and psychology. Today, qualitative methods include in-depth interviews with individuals, group discussions, and in-context observations. Sessions may be conducted in person, by telephone, or the Internet.

Several unique aspects of qualitative evaluation contribute to insightful and meaningful results:

- The dynamic nature of the interview or group discussion process engages respondents more actively than surveys. Surveys often provide closed yes or no questions and do not allow respondents to elaborate or tell their storied meaning.
- The opportunity to probe for detailed information enabling the evaluator to reach beyond initial responses and rationales.
- The opportunity to observe, record and interpret non-verbal communications as part of a respondent's feedback, which is valuable during interviews or discussions, and during analysis.
- One Feather Consulting also provides quantitative research and evaluation using survey and mixed methods upon request or contingent on the situation.