



Tier I Observational Risk Audit

Leadership Decision Clarity — Without Assumed Change

What This Is

StrataCare conducts a brief, observational audit to determine whether an organization's operating system is currently relying on hidden human compensation to maintain performance — or whether validated inaction is the correct decision.

This is not a program.

It is not a wellness initiative.

It is a one-time, leadership-facing audit.

Purpose: to provide information quality **before** capital is deployed, policies are changed, or initiatives are launched.

Why Leaders Use This

Most downstream initiatives fail because they are launched without first understanding real operating constraints.

This audit provides upstream clarity so leadership can confidently decide:

- whether structural risk exists
- whether intervention is warranted
- or whether restraint is the responsible choice

The audit replaces assumption with evidence.

What You Receive

1) Executive Summary (Binary Decision)

A leadership-facing decision artifact:

- **YES — Material Risk Identified**
- **NO — Validated Inaction**

2) Client Audit Report (Observational Narrative)

A concise description of observed system conditions, structural signals, and any compensation behavior.

3) Scope, Boundaries & Use of Findings

Boundaries and decision rules governing how findings are used.

4) Tier I Audit Materials Packet

Delivery wrapper and posture framing.

What This Does Not Do

- **No disruption:** shadow observation only; **no surveys/interviews/apps**
- Does not assume follow-on work

- Does not recommend change without evidence
- Does not sell programs

This audit provides clarity, not prescriptions.

Time & Burden

Staff impact: None (observational only)

Leadership time:

- 30–45 min kickoff context call
 - 45–60 min executive review at completion
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Engagement Scope

Standalone Tier I engagement.

Fixed-fee audit.

No bundled services.

No implied escalation.

Tier II only if requested by leadership

Most organizations stop at the audit.

The StrataCare Difference

Most firms sell solutions.

StrataCare sells decision clarity.

Sometimes the most responsible decision is restraint.

StrataCare operates upstream.

We slow down where risk hides so leadership can move faster with confidence.