

Course Project: Compensation Strategy



DeVry University

HRM 598

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Developing a Business Theme and Employee Positions

Business Theme

Business Overview

ClearPath Behavioral Wellness, LLC, a wellness, and outpatient mental health counseling company that provides mental health consulting for adults in multiple fields of work through mental health consulting is used. ClearPath Behavioral Wellness is headquartered in Columbus, Ohio, a growing Midwestern city of some 900,000 people. The work centers on the availability, cost-effectiveness, and stigma-free delivery of evidence-based, digital-powered mental health services using technology and technology-facilitated care.

Location and Demographic Information

ClearPath Behavioral Wellness is there for all, so you can make your care accessible. Columbus, Ohio, is a prosperous city in the Midwest, with 900,000 residents, including working people, college students, families, and health care providers living in a middle-class environment. The city has universities, health care providers, and employees in line with businesses. All these institutions increase demand for health and wellness services. ClearPath Behavioral Wellness knows this need and tries to meet it. I created the business as an LLC (Limited Liability Company). Liability protection for the owners comes through the LLC (Limited Liability Company). Ohio is friendly to company taxes. Ohio has operating costs. A health care labor market in Ohio. With a lower business tax and small start-up costs, Ohio is considered another attractive target market for health startups. Our target customers are people who need counseling and health work, employees referred through the employer counseling programs, and members of the community seeking wellness.

Organizational Description

ClearPath Behavioral Wellness promotes positive patient care related to community-based mental health that is not only financially sustainable but ethically consistent with our clinical practice. They stress preventive care, early intervention, and flexible and agile, adaptable service (for example: both in-person therapy and telehealth counseling). ClearPath Behavioral Wellness focuses on compassion, professionalism, teamwork and confidential cooperation, compassion, professionalism, and the principle of confidentiality primarily. They are trained workers who learn, select options to make a positive decision, and some people learn well-decided paths, maintain some self-care practices to cut down on burnout, which we also learn from the practice of self-dealing, such as burnout. The organization's core values are inclusiveness, respect, openness, transparency, and responsibility. The workplace is an environment of caring, mission-led service for our clients. So, the key to that is, of course, employees at their best, at a time when the quality of care in one job can have a domino effect on those other jobs as well. Among those services: licensed counseling, group therapy, psychoeducational workshops, and mental health resources for individuals and organizations.

Employee Positions

Staffing Plan

ClearPath Behavioral Wellness will launch with six employees in both full-time and part-time positions as the first point of contact:

1. Clinical Director (Full Time)
2. Licensed Professional Counselor (Full-Time)