

Creating a High-Performance Culture



Forward Focused Business Advisors

Through this 1-year program, we help our clients develop consistent habits, messages, and performance throughout the organization, that delivers results. In organizations, we want to see the Top Leaders model the culture; set expectations for the next level to do the same; and have that culture flow all the way to the bottom.

Program includes:

- **Discovery:** we'll perform a thorough discovery combining a variety of activities including interviews with the Executive Team; Employee Experience Surveys; Behavioral Assessments for all Employees; and a review of the Company Vision & Mission Statement.
- **Executive Team Offsite:** over the course 1 ½ days, we'll lead the Executive Team through conversations and exercises to help identify the current culture; and create strategies for creating a high-performance culture.
- **Customized Implementation Plan:** from the Executive Team Offsite conversations/exercises, we'll create a plan that can be implemented across the organization (items may include: core values of team; communication strategy; further defined roles & responsibilities of team members and improved workflows).
- **1-year of Follow-up & Support:** includes quarterly follow-up meeting with Executive Team; up to nine (9) 1:1 coaching sessions for Executives or Department Manager to ensure the success and effectiveness of the Implementation Plan. Also includes a 2nd follow-up Employee Experience Survey (typically between 6-9 months after implementation)
- **1-year Subscription to Talent Optimization Software:** which includes training on the software that includes survey tools/analytics; as well as coaching guides, management strategy guides; 1:1 relationship guides; and personal development guides for all employees.
- 1-year engagement
- \$35,000 with 50% deposit/50% at 6-months; (or \$30,000 if paid-in-full up front)

Program Outline		
Discovery	<p><i>The first step in our process involves gathering information and data from multiple vantage points. We'll use and refer back to this information as the project progresses.</i></p>	<ul style="list-style-type: none"> • Executive Team Interviews o BA's with Readback • Behavioral Assessment for all Employees • Employee Experience Survey <p>Review Current Value/Mission Statement</p>

<p>Executive Offsite: Day 1 (Full Day)</p>	<p><i>After sharing the Discovery findings, we'll work with the Executive Team to define the NEW culture by developing consistent habits, messages, and performance that can be implemented throughout the organization; along with key metrics to track success.</i></p>	<ul style="list-style-type: none"> • Recap findings with Executive Team <ul style="list-style-type: none"> ○ Exec Team – Team Workstyles <ul style="list-style-type: none"> ○ Employee Experience Survey • Creating Culture: Leadership <ul style="list-style-type: none"> ○ Strategic Goals & Vision • Creating Culture: Decision Making/Structure: <ul style="list-style-type: none"> ○ Core Values ○ Investment in Structure (Org Chart) ○ Coordination & Integration ○ Creating Culture: People <ul style="list-style-type: none"> ○ Professional Development ○ Teamwork Empowerment
<p>Executive Offsite: Day 2 (½ Day)</p>	<p><i>Building on Day 1, the team will work together to create a plan to move things forward and create metrics that work for them when measuring success.</i></p>	<ul style="list-style-type: none"> • Recap/Review of Day 1 • Creating Culture: Adaptability <ul style="list-style-type: none"> ○ Organizational Leading ○ Open to Change ○ Customer Focus • Moving Things Forward <ul style="list-style-type: none"> ○ Change/Improve Current Workflows ○ Agreement on New Communication Strategy ○ Create Metrics for Success w/deadlines
<p>Implementation Guide</p>	<p><i>We'll consolidate all of the ideas and decisions from the Offsite and create a New High-Performing Culture implementation guide that outlines the New culture messages, habits and performance metrics to be used</i></p>	<ul style="list-style-type: none"> • Create word doc/guide • Present guide to Exec Team
<p>Software Training</p>	<p><i>You'll have access to the Predictive Index software for 1-year; so we'll provide training and support to your designated software "Champions".</i></p>	<ul style="list-style-type: none"> • 1-yr subscription to PI software • Train Champions on PI Software/Tools <ul style="list-style-type: none"> ○ Initial training (2 hours) ○ 1-hr check-in each week for 1st month ○ 4-hrs of ad-hoc support
<p>1-yr Follow-up & Support Measure Results</p>	<p><i>Creating a high-performance culture is an iterative process that we'll provide support for over the first 12- months.</i></p>	<ul style="list-style-type: none"> • Follow-up <ul style="list-style-type: none"> ○ 2nd Employee Experience Survey ○ Quarterly meetings with Exec Team ○ Up to nine (9) 1:1 coaching sessions ○ Adjust Plan as needed