

# What are your greatest CULTURE challenges?

Attracting & Retaining Top Talent

Engagement & Performance

Diversity & Inclusion

Teamwork & Collaboration

Customer Experience

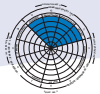
Innovation & Adaptability

Mergers & Acquisitions

Strategy Implementation



## Two Complementary Paths to Meeting Those Challenges



### Initiate Change with External Guidance

#### *Engage an HS Culture Expert*

- Customize your approach and overcome common obstacles with insights from a culture expert
- Obtain immediate support from a Human Synergetics Global Change Circle™ culture and leadership expert
- Benefit from best practice frameworks and change management approaches
- Obtain consultation for one or all phases:
  - Phase 1: Clarify purpose and complete culture assessment
  - Phase 2: Facilitate leadership team improvement planning
  - Phase 3: Engage all members in finalizing improvement plan
  - Phase 4: Implement the plan and manage the change process
- Select custom options including qualitative interviews, focus groups, and leadership and culture coaching



### Sustain Change with Internal Expertise

#### *Accredit Your Internal Change Agents*

- Sustain innovation and improvements with your own internal, accredited change agent
- Effectively apply the “How Culture Works” model for transforming culture (*Organizational Culture Inventory*® [OCI®]) and climate (*Organizational Effectiveness Inventory*® [OEI])
- Leverage OCI/OEI assessments with as much external consulting support as desired

Via accreditation, your internal change agent will...

- Complete our 3-day, hands-on workshop and carry out a complimentary OCI/OEI accreditation project (up to 15 people)
- Gain expertise on world-class culture and climate assessments (OCI/OEI)
- Be prepared and qualified to independently launch additional OCI/OEI projects and directly receive the survey results

## Your Culture Change Journey

We'll work with you to determine the appropriate blend of HS consulting and internal support



Unify leadership around a clear mission, ideal culture, and vision for the future



Establish a baseline measure for culture and a common language for culture change



Complement organizational change efforts with leadership development



Refine strategies and plans based on your improved understanding of culture



Connect culture to business results and organizational outcomes with a clear roadmap

