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 Synergistics 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: Understand Why – Discover the reasons culture is important and align on targeted results/outcomes.
  - Phase 2: Build a Baseline – Enlist and engage team members in assessing culture and climate.
  - Phase 3: Create Change – Debrief assessment results. Build capability to share results and engage others in improvement planning.
  - Phase 4: Learn & Sustain – Finalize plans, implement, obtain feedback, learn and adjust plans for achieving targeted results/outcomes.
- 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]).
- Complete an optional accreditation to utilize The Culture Journey Experience for educating others about culture, leadership and change.

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.