

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 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.

