

## Assess



Our rigorous assessment process utilizes surveys, qualitative data collection methods, and facilitated processes with stakeholders to gain a deep and multifaceted understanding of the existing situation.

## Report



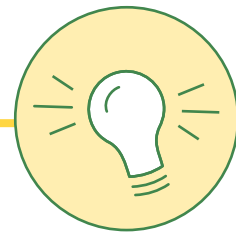
Using data from your assessment, we provide a comprehensive report with our findings to create a solid foundation on which to begin dialogue.

## Dialogue



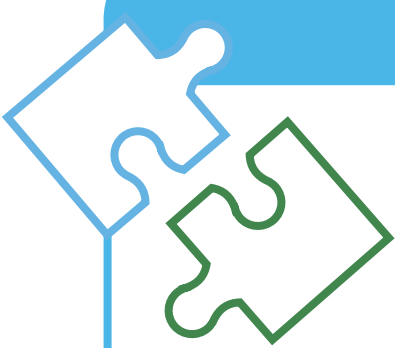
Through a series of purposeful conversations, we seek to provide clarity and alignment around the current state and define desired behaviors to effectively drive performance moving forward.

## Clarity



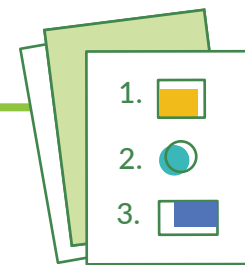
Coupled with your custom report, the dialogue results in a clear way forward. Our team can now begin to piece together the necessary components to design a change effort.

## Design



We develop a custom, comprehensive plan to build inclusion, momentum, and sustainability for the change effort. Our design thinking paves the way for your personalized plan for change.

## A Plan for Change



With step-by-step workplans and resourcing of various workstreams, we will guide you to successfully implement lasting organizational change.

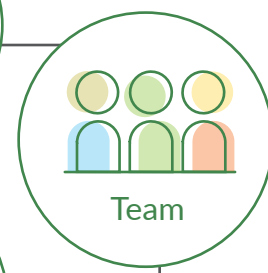
## Implement



We execute on these tailored interventions to include elements that impact the organization down to the individual. Coaching is incorporated to reinforce the lasting behavior change required to sustain performance.



Individual



Team



Organization

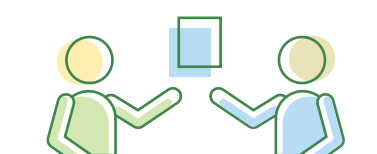
## Sustain



We partner with you to develop your internal capability to sustain your efforts over time. Proven reinforcement mechanisms help to ensure that positive cultural drivers and new leader behaviors are embedded throughout existing systems and processes. Periodically, we deploy a reassessment of cultural health, leadership team alignment, and specific leader behaviors, which provides opportunities to course-correct to achieve desired results in a highly dynamic work environment.



Measure Impact



Transition Resources



Support as Needed