



CULTURE REBOOT



■ WHAT WE'RE SEEING

Many companies have well-defined cultures that influence how they do things. But culture is not static. It's fluid. So doing things the way they've always been done may not deliver the desired results now and into the future. Revisiting your purpose, values and behaviours can help you align what you want to achieve (your business goals) with how you want to achieve them (your culture).

■ THE SOLUTION WE'RE PROVIDING

Our Culture Reboot solution is a series of workshops targeted at the organizational level that focus on:

#1: Defining/Redefining your purpose and values: building consensus around and articulating your purpose – why you exist, what you want to achieve, what you believe and what you value.

#2: Defining your possibilities: what does future success look like and what is required to get there.

#3: Aligning your people: creating a critical mass of people who align to your purpose, values and possibilities, and behave in a consistent manner to drive the business toward its desired outcomes.

#4: Actioning your plan: aligning processes (HR, performance management, reward and recognition) using the outcomes of the work you did to define your purpose, values, your possibilities and align your people.

■ THE VALUE YOU CAN REALIZE

By recalibrating your culture, you can break out of non-productive cultural habits that may be holding you back. Our methodology sets the bar for “how things are done around here” and helps you identify the competencies, skills and behaviours (DNA) that your people need to be successful in your company and your culture. Once you identify your DNA, your people learn how to adopt consistent ways of thinking and behaving that are aligned with your values, purpose and business objectives.

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