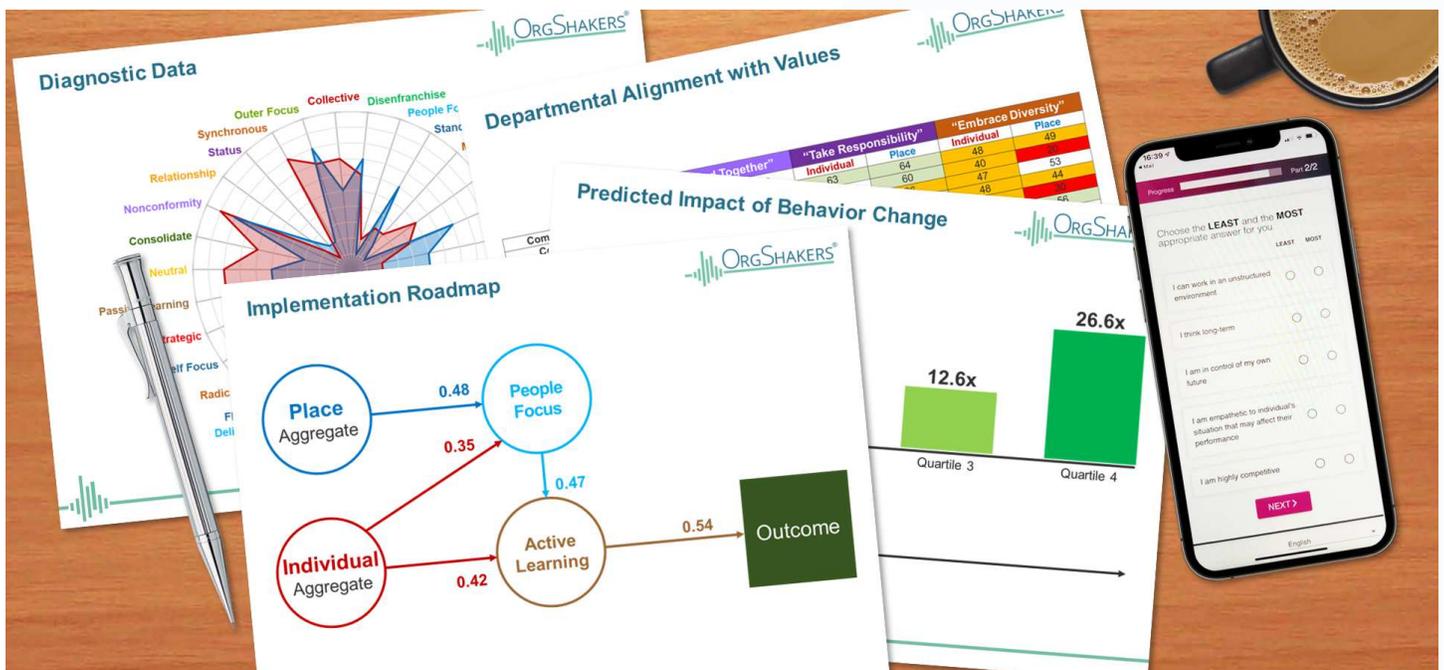




Cultural Acceleration

Culture isn't just one aspect of the game ... *it is the game.*
In the end, an organization is nothing more than the collective capacity of its people to create value.

Louis V. Gerstner, Jr., Former CEO of IBM



Unlocking the Power of Culture

Culture is widely recognized as the key driver in delivering high-performing organizations. Conversely, it can be a massive derailer for strategy and execution if its power is not harnessed.

OrgShakers apply a combination of well-proven science and global human capital experience to unlock the power of culture to accelerate the achievement of key organizational outcomes.

Our approach is informed by a 7-year research program involving 51,000 employees working for 60 organizations in 61 countries and has been rated by the world's leading People Analytics practitioners as 'best in class'.

Our online questionnaires use dynamic computer adaptive testing to score both individuals and the wider organization against 15 pairs of behaviors. Each questionnaire can be completed in any language with an average completion time of 10-12 minutes.

Through the application of predictive analytics we are then able to measure the impact of individual and organizational behaviors on business performance and to create an actionable roadmap that identifies the behaviors which need to be amplified / modified to drive progress in the right direction.

How does it work?

STEP 1: Is to agree with the client what metrics they are seeking to improve.

STEP 2: Employees complete two short online questionnaires: one about their behaviors as an individual, the other about the behaviors they see around them in the organization. Questions are all positive and there are no 'right' and 'wrong' answers. Each questionnaire takes no more than 10-12 minutes and we can incorporate existing employee survey questions into the questionnaires.

STEP 3: We map responses to the individual and organization questionnaires to our 15 pairs of behaviors.

STEP 4: For each of the questions we are addressing (see panel below) we take your existing business metrics (e.g.: productivity, innovation, inclusion) and apply predictive analytics to identify the behaviors which have the biggest impact in driving the required outcomes.

So, what do I get out of this process?

You get a scientifically robust and actionable roadmap which points you in the right direction in terms of how to invest your time and resources most effectively. Your OrgShakers team will advise you on the best solutions to accelerate cultural progress in your organization.

Questions we are often asked by the C-Suite:

- How do we build a **high-performance** culture?
- Can you help me culturally navigate the **merger** of two companies?
- I have inherited a culture that needs to **change**, where do I start?
- How do I align **multiple cultures** across the portfolio?
- Will our culture be **resilient** to disruptive change in our sector?
- We are a diverse organization – but how can we become more **inclusive**?
- How do we strengthen our culture of **compliance**?
- Can you give me a roadmap for enhancing employee **wellbeing**?
- How can we drive greater **innovation** across the organization?
- How do we evolve our culture to support more **hybrid working**?

More about us

OrgShakers have consulted with private and public-sector organizations from small non-profits to some of the largest companies in the world and worked in almost all industries, including healthcare, technology, professional services, retail, hospitality and manufacturing.

Our team has been curated to have the capability to solve any people challenge and comprises seasoned Chief People Officers as well as specialists in disciplines like communications, insights, reward, reputation and public relations. We aim to live up to our name in thinking differently to deliver the best possible solutions for our clients.

Find out more at www.OrgShakers.com or email us at: hello@orgshakers.com.