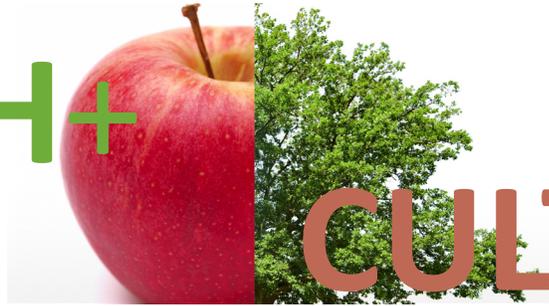




# HEALTH+



# CULTURE

## DISCOVER

PHASE II

# ORGANIZATIONAL CULTURE

### Creating a Unified Voice

Senior leaders, try as they may, do not have eyes and ears in every department or team. This means what a leader may identify as a priority for transformation, or as an effective leader, team members may not agree. This leads to strategies and processes that may hinder the success of entire teams or departments. Work Effects believes the solution isn't in being the eyes and the ears, but in giving more individuals a voice.

Utilizing our Health + Culture Organizational Assessment, we allow employees to provide their perspective through behavior-anchored questions.

This is same marking system used for the dimensions of culture by the senior leaders.

Leaders may think they've covered their bases with a traditional engagement survey, but the Health + Culture Organizational Assessment uses that as just a jumping off point. Our groundbreaking definition of culture allows employees to assess specific elements of their position, like

### Health + Culture ≠ Engagement

to what extent their skills are being used.

An engaged individual may still face roadblocks and inefficiencies, have an ineffective leader, or have potential that is going untapped. Work Effects doesn't just want each individual to be engaged, we want them to be in the zone, day in and day out. We define this as the sweet spot where opportunities, skills and passion come together.

For this to happen, we need these individuals to also be surrounded by a purposeful culture. This means the strategies and goals defined by leaders need to motivate and support the approaches and processes of the entire organization.

It's not a matter of right or wrong- we think of culture on a good to good continuum- it's a matter of sustaining an organizational culture that serves the goals of the organization.



### WORK EFFECTS



# ORGANIZATIONAL ASSESSMENT

For example, an organization may strive to be a market leader, or may excel at adapting to market leads.

Either way, their market approach needs to work in harmony with creative and decision making processes in order to succeed.

## Spread the Spark

There's movers and shakers in every organization, the 20% of the population that has the biggest impact that can build momentum. Reviewing assessment results, we focus on this essential group, and create early wins in the journey of culture transformation.

We assess the degrees of alignment throughout the groups, and bring findings back to the executives to begin next steps for designing the next steps. Reviewing the spark of that influential team and their degree of alignment, we work with senior leaders to get that spark to spread to all teams.

Comparing assessment results to those of the executives from Phase I, we analyze where there is consensus and what may be creating gaps or miscommunications.

This allows the leaders to review where there is collaboration and where that could be leveraged.

## The Results

Every organization is different, one size does not fit all when it comes to health and culture. We decide what people and groups that will be of focus, keeping in mind that each team and department has different resources available. To ensure support and sustainable change, we define the effective leaders- from a health perspective- who excel at facilitating and have those leadership qualities that can spearhead the transformation journey.

Phase II designs sustainable action plans, motivated by leaders identified as culture champions.

Our holistic approach to health and culture ensures that all voices are heard, allowing the organization to move forward with a unified vision.

This phase takes about 6-8 weeks, depending on the organization. The Health + Culture Organizational Assessment results in a very clear picture of the populations that are misaligned, and how to motivate those in the right direction. The groups that are very much aligned can become case studies, inspiring organizational momentum and sustainable change.

Previous clients have experienced and enjoyed:

- Increased profits and stock price
- Alignment of goals and strategies
- Improved efficiency and stability
- Decreased turnover
- Restored trust



“Thank you so much for your partnership, for **rallying resources to help us maximize on this initial opportunity**, and thank you for guiding us along the way. I appreciate that you **challenge us while also hearing what we need**. It is an art to balance that kind of work.”

Tracy, Banner Health

## WORK EFFECTS

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