

## CULTURAL STRATEGY

Our Team of Culture Strategists partner with clients to design engagements that best fit their business objectives. We have an eclectic menu of services that build a foundation for organizations to improve themselves and their teams, leaders, and strategies to exceed expectations and needs.

### ARE YOU READY TO UNLOCK YOUR ORGANIZATION'S POTENTIAL?

- Engage and support high performing teams to deliver business impact and galvanize culture
- Design structure and governance to enable leader and team success
- Clarify the vision, purpose, and values of the organization
- Embed diversity, equity, and inclusion (DEI) into organizational processes
- Align and engage leaders and stakeholders around strategic priorities
- Create and facilitate custom offsites to strengthen team collaboration
- Ensure seamless transitions following mergers and acquisitions
- Define new ways of working to support employee goal achievement
- Build trust to break down silos and enhance cross-functional collaboration
- Clarify decision-making processes
- Strengthen culture and partnership across remote organizations and globally dispersed teams
- Conduct employee surveys that reveal insights to boost engagement and effectiveness
- Create meaningful team interventions at pivotal moments



**WE ARE A DIRECT REFLECTION OF THE COLLECTIVE ABILITY TO DEEPLY LISTEN, UNDERSTAND, AND PROVIDE SOLUTIONS TO OUR COMMUNITY'S MOST PRESSING NEEDS.**



**Culture Strategy**



**Talent**



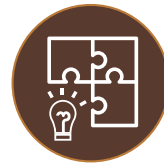
**Communications**



**Change Management**



**Organizational Effectiveness**



**Diversity, Equity, Inclusion**

## ORGANIZATIONAL ASSESSMENT

We believe strongly in the value of organizational assessment as a capacity-building tool. When we build it into our engagements, the results always yield insights into where we can have the greatest impact for the client. We also find that assessments add the most value when we share the results in a discussion with the organization where we can help them use the information to identify their own organizational development goals and a plan for achieving them.

**CAPACITY BUILDING**

## 3 STEP ASSESSMENT

### SELF ASSESSMENT

Organizations may take stock of their own performance, with or without a tool developed for or adapted to this purpose, such as a staff and board survey or questionnaire. Advantages of this approach are that it can be done at any time at the organization's convenience, and the cost is generally limited to staff time. Disadvantages include the bias of relying solely on self-reported information. In the end, organizations only benefit to the degree that they are comfortable being self-critical and may not come away from the process with a clear vision of what next steps to take to capitalize on strengths or address weaknesses.

### THIRD PARTY ASSESSMENT

Third-party assessment is often conducted by a consultant, may be guided by a formal tool, and typically includes document review (including financials) and stakeholder interviews. This is a preferred option for funders seeking to assess grantee capacity, a use which presents unique challenges, as it may put the organization on the defensive, which can in turn influence both participation and the spirit in which results are received. To be effective, it is essential that the funder, the organization, and the consultant all be clear about the assessment's purpose as well as how, and with whom, the findings will be shared. Often, agreeing to not share findings with the funder, except perhaps in an aggregate report on a cohort of grantees, can reduce organizational anxiety and ensure candid participation in the process.

### FACILITATED SELF ASSESSMENT

This approach leverages the advantages of the self-assessment and third-party assessment, while mitigating the disadvantages of each. In this case, a consultant uses a systematic tool or methodology to capture the organization's view of itself, then conducts additional information gathering and analysis to lend external perspective. This approach offers arguably the most complete view of organizational capacity, drawing up on internal stakeholders' own wisdom as well as the fresh perspective a consultant can bring. It also enables the assessment process to be a part of the organizational capacity-building intervention, rather than merely a precursor to it.