



THE HEALTHY CULTURE™ SCAN

You lead in a time of fast and vast change.

Your company's culture determines how well you will succeed.

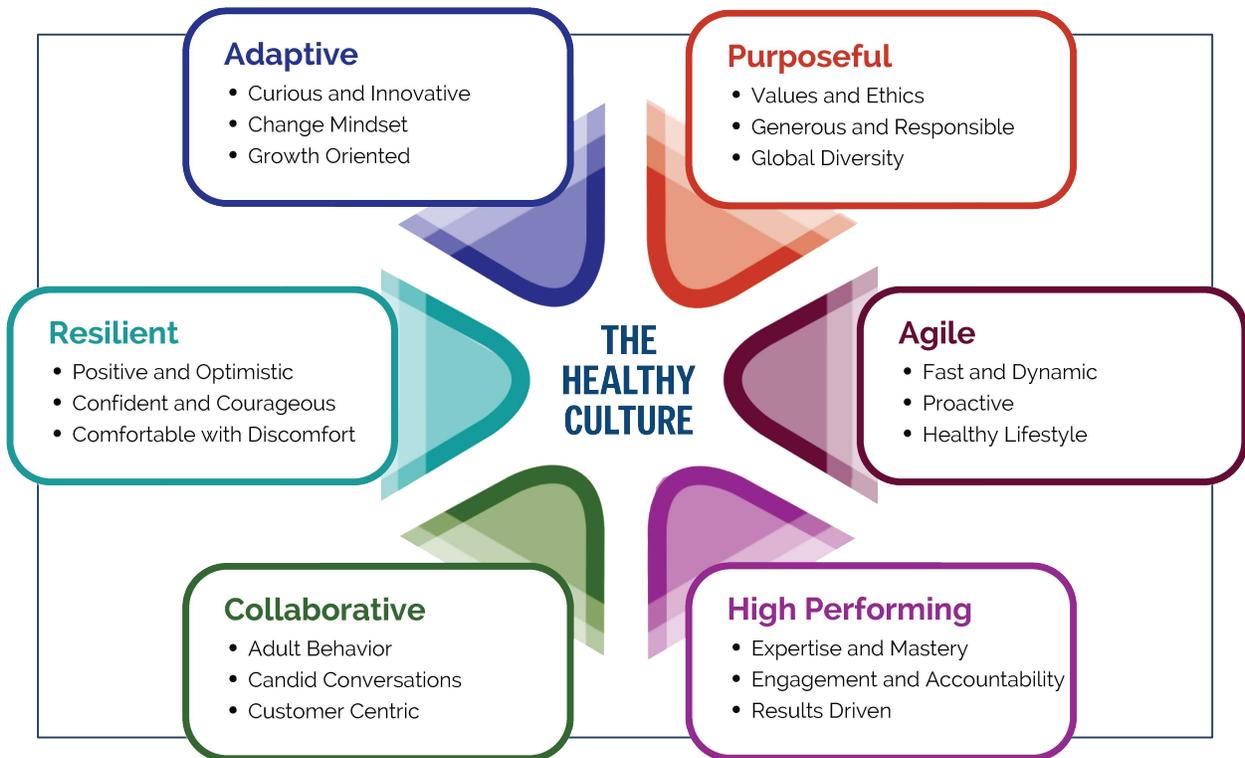
Adaptive
Purposeful
Agile
High Performing
Collaborative
Resilient



TOWARD A HEALTHY CULTURE™ AND WORLD CLASS PERFORMANCE

Most leaders recognize that the culture of their organization is important, however research shows that the majority of these leaders have no idea what to do about it. So unfortunately, they often do nothing. That's where we can help. Our years of experience working with leaders and their organizations around the world have lead us to identify the key components of a Healthy Culture™ that will lead to long term, sustainable success and world class performance.

The Healthy Culture™ Scan provides a snapshot of your current organizational culture: what's working well and what isn't working so well. It encompasses all aspects of organizational culture and is the starting point for developing your plan to create the high performance culture you want.





THE HEALTHY CULTURE™ SCAN

The Healthy Culture™ Scan will quickly identify how your organization is currently functioning: it is a snapshot of your current culture. The report breaks down the current culture across the six dimensions, providing you with insight about what’s helping your organization succeed, and what’s holding it back from the results you envision.

THE OVERVIEW REPORT

The Overview Report is your “culture at a glance”. It visually represents how well your current culture is operating across all six dimensions, highlighting areas for deeper exploration and insight.

	Never	Seldom	Sometimes	Often	Always	See Page:
Adaptive					●	7
Purposeful				●		11
Agile				●		15
High Performance				●		19
Collaborative				●		23
Resilient				●		27

Key

Your Team’s Response Average ●



CULTURAL COMPONENTS

Your report breaks down each component of organizational culture to provide detailed results and insights into how your culture is currently operating.

PURPOSEFUL

Organizations that have a clear purpose and act with generosity perform better; it's that simple. Having a higher purpose gives meaning to life, and when people have a sense of that meaning, they tend to commit more deeply, engage more fully. Generosity, whether in resources or in gratitude and appreciation, pays dividends that can be hard to measure, but your people will be happier and more productive if you are. Customer-centric organizations create close trusting relationships with their customers and are rewarded by those customers with repeat business, innovations, market information and growth opportunities.

"We hope to achieve a more sustainable form of capitalism: one where business sees itself as part of society, not separate from it; where the focus is on the long term, not on quarterly earnings; where the needs of citizens and communities carry the same weight as those of shareholders."

- Paul Polman, Chairman and CEO, Unilever

Ask yourself:

- How common is gratitude and appreciation towards others in your organization?
- Is your organization generous with their resources (time, money, knowledge)?
- Does your organization focus on its customers, creating close personal relationships?

	Never	Seldom	Sometimes	Often	Always	See Page:
Purposeful						
We value our employees and shower them with respect and appreciation		12	74	423 ●	103	12
We are generous with our time and knowledge - with each other, customers and our community		14	465 ●	62	41	13
We are highly customer centric and are focused on understanding and satisfying their needs		17	65	402 ●	114	14

Key

Your Team's Response Average ●



HIGHEST AND LOWEST RATED COMPONENTS

Every organization has its unique strengths and vulnerabilities. Reviewing the highest and lowest components across your organization is the perfect starting point for understanding your current culture and determining where action is needed to create the high-performance culture you desired. Once you understand where the leverage points are, you can begin creating the plan for achieving that culture.

HIGHEST	LOWEST
<p>Optimistic</p> <p>Your organization has a remarkable capacity for expressing positive emotions at work. Gratitude, compassion, hope, joy, forgiveness, and love are expressed freely and often. People understand the future desired state, and believe in their ability to achieve it.</p>	<p>Healthy Work Environment</p> <p>Your organization doesn't fully recognize the link between a healthy work environment and high performance. The habits that optimize this two-way connection need to be fully developed to help people sustain the energy and stamina needed to tackle challenges, achieve goals, and lead people through uncertainty with trust and confidence.</p>
<p>Sustainable</p> <p>Your organization has the ability to remain calm and think clearly in the face of adversity, enabling them to collect data, assess complex problems, and define solutions. This keeps challenges from turning into crises and inspires others to redouble their efforts and aspire to ever greater achievements across the organization.</p>	<p>Flexible</p> <p>Your organization struggles in adapting to today's ever-changing world; this hinders their ability to face ambiguity, consider new ideas, and be open to learning in real time. It may also hinder their ability to unravel complexity, find practical and long-term solutions, and create a nimble organization.</p>
<p>Intellectual Curiosity</p> <p>Yours is a learning organization with a desire to expand their knowledge, explore the unknown, and experiment with different ideas and options, opening the door to creativity and innovation. This builds critical thinking skills and leads to better decisions for informed risk-taking.</p>	<p>Expertise</p> <p>Your organization needs to increase commitment to personal mastery to ensure top-tier performance and long-term success. Setting stretch goals and seeking new opportunities to develop will be critical to stay abreast of new developments in your industry or business, adapt to change, and embrace the unknown.</p>

We support and guide leaders and their teams in their efforts to navigate change, spur growth and innovation, and create a growing bench of leadership talent. Our integrated solutions are based on more than 25 years of research and collaboration with CEOs and executive teams at highly regarded organizations.

LEADERS	TEAMS	ORGANIZATIONS
 <ul style="list-style-type: none"> • Executive Advisory Services • The Grounded™ Leader Profile • The Healthy Professional® Profile • The Grounded™ Leader Personal Development Plan • Executive Coaching • Emerging Leader and High-Potential Development 	 <ul style="list-style-type: none"> • The High-Performance Team® Profile • The High-Performance Team Development Plan • Team Alignment/Development • Global Team Development • Global Board Development 	 <ul style="list-style-type: none"> • The Healthy Culture™ Scan • Organizational Change and Transformation Strategy • Consultation Services that Drive Growth and Innovation • Succession Planning • Human Capital Strategy and Execution

Healthy Leaders build **Healthy Teams** create **Healthy Companies**

HEALTHY COMPANIES
INTERNATIONAL

