



Ultimate Culture and Performance

The 90-Day Quick-Start Programme

Engage your organization and its members in defining and implementing a customized 90-day blueprint for success with the support of a culture expert. Quantify and connect culture to your top priorities, including customer experience, growth, employee engagement, and/or quality to accelerate desired results. The Culture Quick-Start Programme includes a thorough assessment of your organizational culture and climate to support a facilitated planning session with a leadership team and/or change team.

Key Benefits of the Culture Quick-Start Programme

Adopt a Proven Language for Culture

Measure critical dimensions of your organization's culture and climate, including values, norms, factors that lead to norms, and attitudes and other outcomes.

Ensure Accountability and Confidence

Build ownership across the organizations as team members at all levels unite to support the most important improvement plans.

Facilitate Shared Learning and Results

Adjust strategies/plans and employee involvement approaches to support shared learning and performance as a team.

What's Included in the Culture Quick-Start Programme?

Purpose & Vision

A requirement-gathering session will be carried out with key leaders to clarify the purpose and vision for the culture blueprint.

Education

Top leaders and change agents will be briefed on culture and performance connections. Based on the How Culture Works model, this briefing will focus on the subtle ways that climate shapes culture—many of which are not widely understood.

Focus Group & Interviews

Individuals and groups will participate in facilitated sessions to capture insights (stories, examples, etc.) about the current cultural norms, underlying beliefs, and their impact on outcomes/performance.

Culture & Climate Analytics

The most widely used and thoroughly researched culture assessment, along with a complementary climate survey, will be administered to generate reliable feedback for planning change. Our culture survey and climate measures provide a common language and invaluable data on critical aspects of culture and climate and how they're connected.

Sub-Culture Analysis

Culture and climate differences across levels, departments/groups, and other strata will be used to identify and spread best practices and to customize improvement plans. The objective will be to understand culture gaps and their impact on outcomes within different levels, groups, and units.

Ideal Culture & Organisational Values

Use qualitative and quantitative approaches to identify the ideal culture for the organization in terms of the shared values—specifically, the behaviours that members believe would maximize performance. Gaps between shared values and the behaviours currently expected will be analysed to determine if refinements in norms are needed.

Improvement Planning

Key learnings about the current culture and climate will be captured from top leaders and used as a foundation for devising and adjusting strategies/plans to create a more Constructive culture and improve effectiveness.

Roadmap & Engagement

A customized roadmap will be developed to share results throughout the organization and to ensure clarity regarding improvement plans.

Culture Expert Coaching

Coaching and genuine support from a culture expert will be provided throughout the entire program. Each expert is a member of the Human Synergistics Global Change Circle™ with extensive experience improving or sustaining performance via culture.



What our clients are saying about us:

"Peak Dynamics shifted the performance of our management team, who were pulling in various directions which was having a significant impact on the business. Having worked with Peak Dynamics, we're now great believers in utilizing psychological analysis as a key part of building a strategy for complex negotiations." **Senior Director of a Management Consultancy Practice**

FAQs

What is the time investment for the top leaders?

Top leaders are typically involved in individual interviews, an introductory orientation and requirements gathering session of 1-2 hours, and facilitated planning events that range from 1-3 days depending on scope.

Can the programme be expanded with additional custom elements?

Absolutely. Common customization options include individual coaching sessions with top leaders, expanded qualitative interviews and focus groups across multiple locations, engagement of larger groups or teams (e.g., company meetings, top 100 leader groups, etc.) in improvement planning, formation and coaching of a change team, leadership and/or management development/assessments programmes of top leaders.

How soon will we see results?

Improvement plans will be directed toward critical mission and/or performance priorities like customer experience, growth, innovation, and/or inclusion. Leading indicators in the outcome(s) targeted typically show improvement in 3-9 months. Some quick wins should be observed, but major changes in outcomes are likely in 12-18 months (at which time post-test surveys are recommended for evaluation purposes).

What types of organisations are the best fit for the quick-start programme?

Organizations desiring to go beyond just measuring outcomes like engagement and to understand the underlying culture and related forces driving those outcomes.

Organizations looking to shape or change culture via initiatives that involve leadership development.

Organizations interested in a program to unify subunits and integrate teams while supporting their differentiated objectives

Note: Leaders will need to commit the time to apply a disciplined and inclusive approach to drive shared learning and results as a team.

What should follow the culture quick-start programme?

We would recommend continuing to work with Peak Dynamics so that they can take the programme to the next level.

Subsequent developmental initiatives should focus on the levers for change identified during the quick-start programme—potentially involving additional management and leadership development, structural changes, changes in technologies and the design of jobs, initiatives to improve communication, team development, new appraisal and reward systems, etc.

The improvement approach should be continued for 12-24 months before a re-measure as a foundation for a second cycle of planning and improvement.

IF THE ANSWER TO ONE OR MORE OF THE ABOVE QUESTIONS IS 'NO', YOU'RE NOT ALONE.

- **92%** of senior executives believe that improving their company culture would increase the value of their business, yet only **16%** believe their culture is where it should be.
- More than **50%** of all organisations globally have difficulty retaining some of their most valued employees, where the cost of replacing a highly-trained employee can exceed **200%** of their annual salary.
- Defining and living a company's vision, values and culture resulted in revenue growth from **£16m to £60m** in 2 years
- Employees who are highly engaged at work on average miss **70%** fewer workdays over the course of a year, are **27%** more likely to report "excellent" performance and are **45%** more likely to report high levels of adaptability in the presence of change.

Please do contact us if you are interested in learning more: e: sandy.loder@peak-dynamics.net or call +44 (0)20 7042 9290