

OUR STORY

Set out to discover:

Why are companies saying they are unable to fully execute their strategy?
Is strategy dead?
Is accountability lost?

Discovered the root cause:
Organizational CULTURE.

Defined Culture as:
Behaviours over time.

Learned:

Culture dictates how the organization does what it does.

Convinced:

Bold strategic directions and change must be supported by targeted shifts in organizational culture.

Witnessed:

Beliefs *drive* Behaviours
Behaviours *drive* Results.

WHO WE ARE

Champions for change.

We believe that cultural change is your organization's best chance for sustainable growth and future success, and we know - for an organization to truly transform - the people inside that organization must change first.



Coaches for change.

We are advocates for a model for cultural transformation that champions for facilitation in place of training, leading in place of directing, and coaching in place of telling. Learning isn't enough - "experiencing" embeds the change.

Global leaders for change.

From transformations and reorganizations to mergers and acquisitions, our experience and expertise runs the gamut – and the globe. We support clients of all sizes, industries and nationalities in embracing and integrating cultural change.

Strategy is not enough. We guide organizations through cultural transformation by planning and integrating change in the organization's core: its people.

Experts at bridging the gap between talking about the need for culture change and actually implementing a process and methodology for effecting cultural transformation.

GLOBAL EXPERIENCES

We teach organizations **HOW TO** build aligned behaviours, instantly driving new levels of business results. We design and deliver experiential workshops for leaders – workshops that arm those leaders with the tools and methodology to fundamentally change organizational culture and leadership impact.

Culture Academy: A five-day workshop experience that teaches you how to bridge the gap between the need for cultural change and actually changing. Delivered around the globe, *Culture Academy* is fully customizable, empowering you to take the lead in your organization's transformation.

Working Together to Win: A two-day, intensive team experience that builds and transforms leadership teams, fast-tracking the growth of the organization by leveraging the talent and skill that already lives within the organization's leaders. We help you align your team culture to achieve new results.

Navigational Conversations: A two-day workshop experience, customized to your organization. Designed for all leaders, from first-timers to senior leadership, it teaches the strategic coaching skills necessary for leaders to facilitate more effective conversations within their division or team.

Influential Conversations: A one-day workshop experience, customized to your organization. Designed for all leaders, from first-timers to senior leadership, *Influential Conversations* teaches the skills necessary to be more influential in everyday business interactions – with or without positional authority.

Feedback Conversations: A one-day workshop experience, customized to your organization. Designed for all leaders, from first-timers to senior leadership, *Feedback Conversations* teaches the skills necessary to deliver effective feedback, including positive, corrective and developmental feedback.

www.AlignYourCulture.com

Email: info@AlignYourCulture.com

Phone: +01.905.847.8314

GLOBAL DEPLOYMENT

We work alongside the leader **TO GUIDE** and fast-track team and organizational growth – growth fuelled by evaluating and shifting existing beliefs, behaviours and processes. The goal - to achieve even higher business results.

Organizational Culture Transformation

Bring in the experts to deploy a culture change initiative in your organization. This is designed for leaders looking to initiate culture change within their team, or across multiple divisions. We help you plan for change then guide you through it, including execution and integration.

Organizational Cultural Assessment

Understanding and articulating the strengths and weaknesses of your current culture are critical inputs for creating the path to transform the organization. We have the tools and experience to identify the beliefs, behaviours, operating standards and norms that describe the existing culture and inform the desired traits for the future organizational culture.

cycleUP™ Support

Designed to support graduates of the *Culture Academy*, *cycleUP™ Support* provides you with selectable support, if you need it, to ensure continued success.

Individual Coaching

People are the foundation for organizational growth and performance. Coaching is a tool to effect change in individuals and their organizations; a collaborative partnership between a coach and a willing individual that connects beliefs with behaviours.

Behavioural Investment Audit

This consultant's report supports VC and other investors in making strategic, calculated decisions based on the strengths and liabilities of the leadership team for the potential company - before they invest.

