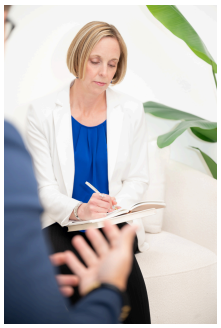
chase
TALENT DEVELOPMENT
CONSULTING • COACHING • CULTURE

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"MIND THE CULTURE GAP" DISCOVERY + ACTION PLAN STRATEGIC APPROACH



Executive & HR Intake & senior leadership interviews

discovery ideation and culture exploration

POP UP THINK TANK



custom culture-engagement-experience survey

Accredited Practitioner
OCI OEI HUMAN SYNERGISTICS



info review & data gathering



summary report & exec readout

action planning workshops





employee focus groups (connect + validate)

communicate & execute culture action plan

STRATEGIC AREAS THAT CAN BE ASSESSED

Strategy	Structure	Systems	Skills	Staff	Style	Shared Values
Clarity of Company and Team Business Strategy (long term plan for creating value)	Organization Design & Structure	Systems & Technology	Skills, Competencies, Leadership Behaviors	Leadership Pipeline of High Potentials & Succession Planning	Leadership Communication	Values, Vision, Mission, Purpose, Norms, Guiding Principles (EVP)
Alignment of Strategy with Goals and Priorities to Guide Decisions	Roles & Responsibilities	Performance Management, Execution & Efficiency, Processes	Innovation & Learning (from mistakes)	Career Development, Pathing & Pivoting	Relationships & Team Collaboration	"Say - Do" Gap Values: Lived or laminated? Leaders: Walking the talk?
Clarity and Communication of Strategy, Goals and Performance Expectations	Spans & Layers	Rewards, Recognition and Accountability	Resilience, Adaptability to Change	Employee Engagement, Retention and Experience Feedback	Executive and Leadership Development and Coaching	Alignment across and Accountability from Leadership to Priorities and Expectations

SEVEN IMPACTFUL AREAS THAT OFTEN DRIVE THE "CULTURE GAP "

DEFINED AS:

What leaders desire in the future versus current state
what leaders believe to be the culture versus employee Pereceptions

1. Leadership behaviors and decision making patterns
2. Organizational Norms (how people collaborate, communicate and resolve conflict)
3. Accountability, empowerment, trust, and psychological safety
4. Change readiness and intentional, humanized approach to tech & AI adoption
5. Alignment between stated values and lived experience
6. Employee engagement and retention/turnover
7. Efficiency and effectiveness of talent and performance management processes (performance management, succession planning, feedback, promotions/growth, recognition and rewards)

FIVE KEY DELIVERABLES

1. Clear articulation of the current culture profile
2. Identification of critical cultural strengths to preserve
3. Pinpointing of misalignments and friction points impacting performance
4. Definition of the target culture required to achieve strategic goals
5. prioritized set of actionable recommendations tied to leadership behaviors, systems, and near-term wins