



TRANSFORM YOUR CULTURE

Values and purpose are at the core of your success.

Build a culture your employees can trust.



We are all about making positive change happen. We don't just tackle today's challenges; we anticipate tomorrow's too. Our mission? To help you cultivate a workplace that's not just productive, but downright inspiring.

Your Challenges ●●● Our Solutions

DISCOVER



Challenges

We understand that cultural misalignment can undermine even the most dynamic organizations. Challenges such as ineffective communication, leadership misalignment, and unclear core values can delay progress, reduce engagement, and impact profits.

The focus is on you. Our team uses assessments, in-person meetings, and virtual connections to understand your history, goals, business objectives, processes, and strategic imperatives. This helps us understand how you are using your core values today and identify gaps that can be filled with implementation strategies in the future.

DESIGN



Sessions

We offer tailored Culture Development and Integration sessions that bridge the gap between existing cultural practices and the goals you have for your organization. We pinpoint areas for improvement and develop strategies that fit your unique needs.

Success requires participation and buy-in from your leadership and employees. We work with your hand-selected Culture Ambassadors to implement strategies aligned with your objectives. We believe in a people-first approach to integrations that doesn't lose sight of business sustainability and growth.

DELIVER



Results

Organizations that partner with us report enhanced team cohesion, increased retention, and improved overall performance. Teams are motivated, engaged, and ready to tackle anything, all while improving profits.

In the delivery phase we stay as a partner to help you implement the strategies, ensuring that your employees and business have the best practices needed to create a positive and engaging work environment.

What You'll Learn

CONNECTION

The art of connection and why it is critical for solving problems and improving culture.

IMPACT

The impact of core values and how they play a role in maintaining an engaging workplace.

STRATEGIES

Strategies to engage your employees and improve retention and workplace satisfaction.

BEST PRACTICES

Best practices for building employee satisfaction while keeping business growth in mind.

Your Full 12 Month Culture Integration Initiative is \$12,000/month* and includes:

Q1

- Discover Phase - We Get to Know You.
- Review of Your Business History, Goals, Objectives, Processes, and Documents.
- Leadership Meeting to Review Analysis Findings Based on Assessments, In-Person and Virtual Meetings.
- Culture Ambassador Selection, Initial Meeting, and Expectations.

Q2

- Design Phase – Where Your Business Strategies Meet Your People Strategies.
- Core Value Review and Modification Session.
- Purpose Statement Review and Modification Session.
- Culture Ambassador Core Value and Purpose Statement Presentation.
- Strategy and Planning for Rollout of Updated Core Values.

Q3

- Deliver Phase – Creation and Implementation of Your Strategy.
- Gap Analysis of Functional Areas for Alignment with New Core Values.
- Initial Focus on Top Two Critical Areas.
- Bi-Weekly Team Meetings with Functional Areas and Culture Ambassadors. to Include Formal Planning and Integration.

Q4

- Deliver Phase – Best Practices and Integration Plan.
- Formal Planning and Integration for all Functional Business Areas.
- Full Integration of New Core Values throughout Your Organization
- Continuous Implementation and Analysis.
- Culture Ambassador Bi-weekly Meetings.
- Final Reporting and Mapping of Culture Integration.

*Pricing does not include GRATITUDEGroup travel expenses. It also does not include food/beverage for the on-site meetings or dinner gatherings. All graphic design and any tangible items produced using the core values or purpose statement will be billed separately.

If your Culture is already tracking in a positive direction, but needs fine tuning and integration, collaborate with us on the lighter side for \$6,000/month* based on a 6 month commitment.



Ready to Realign Your Culture and Reignite Your Teams?
From Growth and Innovation to Employee Satisfaction, we've got you covered.

Contact GRATITUDEGroup Today

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GRATITUDEgroup...
connecting the dots