

# WORKPLACE RESET

*A custom-designed series of facilitated work sessions which invigorate and equip teams to collaboratively identify actions that foster a dynamic, future-ready work environment.*

**BUSINESS CHALLENGE:** Business units must ensure commitment, retention, and performance are preserved and enhanced during significant organizational change.

**LIMITATIONS OF STANDARD CHANGE STRATEGIES:** Traditional approaches to change often depend on new organizational structures and cascading communication to shift people’s focus and performance. However, no matter how brilliant a strategy or structure is, people can only receive and process information equal to the state of their nervous systems. These conventional methods frequently result in subpar engagement and uneven outcomes due to insufficiently designed dialogues that promote mutual exchange and alignment.

**OUR UNIQUE SOLUTION:** Addressing unconscious factors such as employees' physiological states, beliefs, and emotions is vital for them to act upon new strategies and structures. Through our custom-designed series of expertly facilitated work sessions, we invigorate and equip teams to *identify these blockages* and *design a system of cohesive behaviors* that ensures commitment, retention, and performance throughout the change process.

**DESIGN & DELIVERY BASED ON FOUR PRINCIPLES OF SUCCESS:**

<b>Create a Two-Way Feedback Loop:</b>	We balance top-down communication with two-way dialogues between leaders and employees, fostering commitment, performance, and retention by empowering all parties and facilitating genuine exchange throughout the organization.
<b>Develop Change Capability within the Organization:</b>	We design and expertly facilitate group dialogues that uncover (often unconscious) barriers to specific changes at the individual, team and organizational levels. We then collaborate with key influencers to strengthen change leadership throughout the unit. Our signature approach also teaches leaders how to gain make insight digestible to their teams with the 4 levels of perception that wisdom traditions have long taught makes the difference in true transformation.
<b>Boost Employee Engagement:</b>	By concentrating on future-readiness and addressing critical behaviors and gaps in work context, recognition, and leadership, we help establish a foundation for a more adaptive workforce. Where possible, we utilize Employee Engagement Surveys to monitor progress.
<b>Transition to Internal Champions and Influencers:</b>	We conclude this process by transferring leadership to change sponsors, enabling them to build and improve their organization's capacity and achieve long-term practical solutions. We conclude this process by transferring leadership to change sponsors, enabling them to build and improve their organization's capacity and achieve long-term practical solutions.

**SEQUENCE OF WORK:**



*\*NOTE: The Needs Assessment will determine the exact timeline and number of sessions needed for each phase to drive impact.*