



VALUES-BASED LEADERSHIP & CULTURE TRANSFORMATION CONSULTING Team Culture Assessments

Culture in Organizations

The culture of your organization is either your biggest asset or your biggest liability. Who you are and what you stand for has become the most significant differentiator of performance. Strong vibrant cultures that are vision-guided and values-driven create high levels of performance because they attract and keep talented people and they inspire employees to go the extra mile. A strong, positive culture creates internal cohesion and enhances the organization's capacity for collective action by building trust. Your organization's culture is a liability when it displays high levels of cultural entropy: when limiting behaviors such as blame, bureaucracy, and manipulation inhibit the smooth functioning of the organization.

Pace Success Coaching co-founder, Alexandra Pursglove, is certified by the [Barrett Values Centre](#), through [Massively Human Leadership](#), in consulting on values-based cultures and the facilitation of Cultural Transformation Tools (CTT Surveys).

What are Cultural Transformation Tools? (CTT)

The purpose of CTT is to support leaders in building high-performance, values-driven cultures that attract and keep talented people and increase staff engagement, resulting in improved customer satisfaction.

The Barrett Values Centre online surveys (CTT) measure values within a cultural development framework. Values transcend both context and experience and provide a pull toward a desired future. Organizations united around a shared set of values become more adaptable and enhance efficiency and productivity.

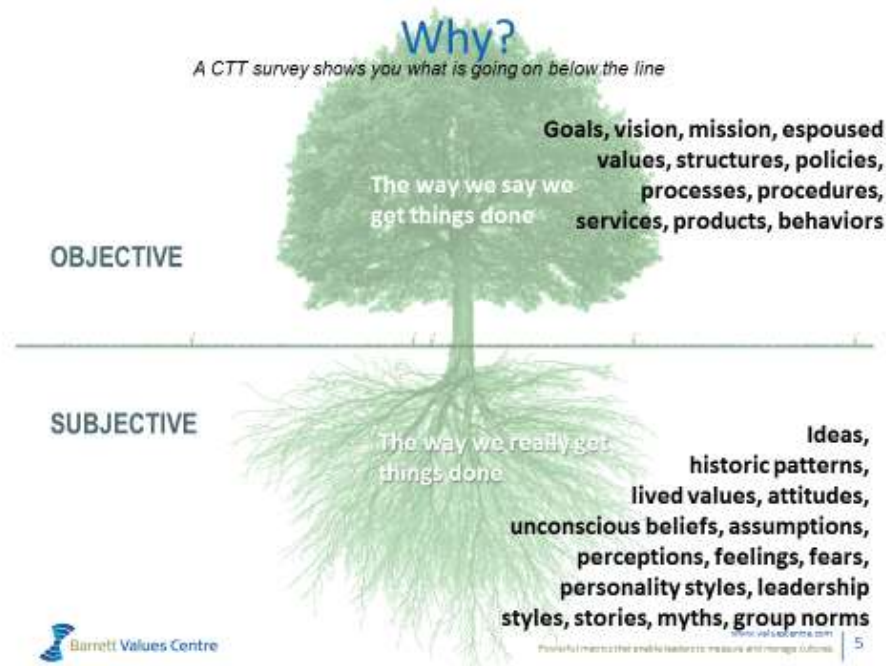
What is a Cultural Values Assessment?

Imagine being able to get a comprehensive diagnostic of the culture of a team or organization of 25 – 3,000 people by asking employees just three simple questions that take around 15 minutes to complete. That is exactly what the Cultural Values Assessment (CVA), a tool within the culture values assessments used by over 6,000 organizations worldwide, enables you to do.

The real power of the tools is that they produce a diagnostic to **inform dialogue** about culture and leadership capacity within a simple-to-understand framework that makes it clear what **values** and **behaviors** are **supporting and undermining workplace performance**.

Key Benefits:

- The CVA provides you with detailed understanding of the personal motivations of employees, their experience within your organization, and the direction that will increase employee engagement.
- The CVA also identifies **sources of "Cultural Entropy"** within the group - *Cultural entropy is the amount of energy in an organization that is consumed in unproductive work. It is a measure of the conflict, friction and frustration that exists within a team or organization.*
- The CVA provides a **road map** for achieving high performance within the group.
- CVA results can generate deep, meaningful conversations about the purpose, priorities and strategy of the team and the well-being of all stakeholders.



The **Cultural Values Assessment (CVA)** provides access to the intangible cultural factors effecting performance and provides the metrics to show how to align the unique winds and currents in the identified section of your organization. The CVA gives managers the metrics to manage culture, increase employee engagement and leverage performance.

Our Approach

At Pace Success Coaching, we understand that no organization has the same culture or structure. We will use our understanding of the fundamental principles of culture development to co-design our programs with you to meet your specific needs. Your organization's culture is the distinctive success factor in today's high-tech, interconnected world and we will work with you to deepen your ability to consciously manage your greatest intangible asset.

To ensure our work is grounded in reality, we will work with you to clarify requirements and desired outcomes. These will be documented, at the start of our working relationship, in a **Client Engagement Outcomes Charter** which captures our mutually agreed upon intentions and expectations.

The Client Engagement Charter covers: purpose, scope, key demonstrable outcomes, timeframes, milestones, people, values and codes of conduct, constraints and limitations.

The Process

The proposed process framework is a guide-only and is subject to change based on additional conversations with the leadership on current challenges and desired outcomes.

The potential program framework may include:

- **Stage 1:** Initial meeting with leadership to establish program objectives and mutually agree upon Client Engagement Outcomes Charter – *recommended 2-hours*
- **Stage 2:** CVA survey set up, launch and collection of responses
 - Pace will keep the leadership up to date on progress of survey collection and any missing surveys throughout the surveying time
- **Stage 3:** CVA survey results presentation for leadership (includes training on 7 Levels of Development and reading the plots) - *recommended 2-3 hours*
- **Stage 4:** CVA survey results presentation for the leadership team (i.e. all survey participants in a leadership position), values-based culture workshop and creating the cultural development action plan for next steps – *recommended 2 full-days meeting or at minimum, one full day*
- **Stage 5:** Feedback survey from leadership and discussion of desired next steps (*this may include ongoing workshops/group facilitation sessions and/or individual executive coaching*)

Your Investment

To deliver culture development, you will need leadership commitment. We can support leadership development, and we will advise on creating the action steps to enhance your culture and values alignment. To make demonstrable progress in culture development will require your investment of leadership and management time, as well as commissioning our services.

We aim to create a roadmap for the best processes and practices moving forward. We will work to transfer culture development expertise to your key personnel, as our work with you progresses, to reduce your dependency on external support over time.

The cost of a Cultural Values Assessment Survey for a Small Group (i.e. team of 20 or less) is \$1,150

The cost of a Cultural Values Assessment Survey for a Large Group (i.e. team of 21 or more) is \$2,700

**Each data cut (reports broken out by department or position) are \$280/data cut*

Consulting/Coaching fees are dependent upon final scope of services