

Cultural Transformation and Team Development

Build for your team a feeling of oneness, of dependence on one another, and of strength to be derived by unity.

Vince Lombardi



Cultural Transformation helps executives harness the power of the people at all levels to drive peak performance and healthy bottom line results:

- Take stock of true underlying perceptions and realities forming the culture
- Knock down barriers between levels and departments
- Drive “us-them” behavior and attitudes from the organization
- Unlock potential for creative, high-integrity and high-performing teams

Leadership Team Focus

Executive teams employing this process typically include a senior level leader with his or her direct reports. Because of its direct positive impact, many organizations have then cascaded this process down through several levels of management with highly effective results.

Climate Effectiveness Study (CES)

Leaders are often mystified about how to effectively drive change after reviewing the results of internal efforts to gather cultural or employee satisfaction feedback. The Climate Effectiveness Study builds on internal organizational efforts by getting underneath the stated issues to understand the true nature of the leadership behaviors that create useful or non-useful work cultures.

Stop At Nothing’s experience and methodology for gathering direct and useful information enables us to find the behavioral root causes of cultural strengths and weaknesses, as well as leadership strengths and weaknesses. Our consultants work intensively with each senior team to fully digest and respond positively to the organizational feedback. The result is an executive team that is more empowered with the gift of reality to better realize their positive intentions to create a powerful and effective work culture.

“The Stop At Nothing experience allows for an unparalleled level of honesty and understanding among colleagues, which powers team performance.”

Zoran Novakovic
Vice President
Fortune 100 Financial Services

The process involves one-on-one anonymous interviews with management and a random cross section of employees at various levels. We customize our interview process to meet the unique needs of each organization we serve. Questions are often geared to uncover the underlying communication, leadership and teamwork dynamics at play inside the organization, including issues around openness and trust. In addition, we often gather individual leadership and teamwork feedback for leadership team members.

The resulting report provides clear and objective feedback on the true perceptions of the strengths and weaknesses of the organization and its leaders, the behaviors that drive particular perceptions, and the impact those perceptions have on performance.

“The world we have created today has problems which cannot be solved by thinking the way we thought when we created them.”

Albert Einstein

“Honest and direct feedback is at the core of your team development work, and your facilitators neutralize the common defenses that can derail these experiences. Your exceptionally facilitated sessions take team members to a level of trust and cohesion within a period of three days. The normal progression takes years!”

Jim Young
COO
Crown Castle International



Team Development, Feedback and Alignment

The data gathered through interviews drives the agenda and forms the basis for the leadership team development retreat, which typically lasts two to three days. Our experienced facilitators guide the leadership team through the feedback and team development process. This helps them put together plans to tackle key issues, including sensitive ones, that managers and employees often spend much energy avoiding. It is often these behavioral issues that make or break team or cultural effectiveness.

The resulting action plan is a clear commitment from the leadership team on how they will lead the organization as a team, and how they drive their aligned vision of the ideal climate into the daily operations of the organization at all levels.

Follow-through and Follow-up

The team implements its action plan with consultation and guidance from the Stop At Nothing consultant, who schedules follow-up actions appropriate to the team needs. Most teams schedule follow-up retreats and individual consulting to monitor and strengthen their commitments. Used in conjunction with this process are our individual leadership and development seminars including:

- High Impact Leadership Series (HILS-1, HILS-2, TLC, TLC-Advanced)
- Self Leadership & Empowerment (SLE-1, SLE-2)
- Trust & Relationship Selling (TRS-1, TRS-2)



Typical CES Process:

Meet with senior executives to customize process

Team participants make plans to attend HILS

Data collection and analysis

Climate Study Report

Pre-retreat consulting

Management Retreat

Debriefing consulting

Follow-up consulting and retreats

How to Get Started

Call to arrange a consultative meeting. If it is decided that a Climate Study/Leadership Team Development process is appropriate, we will establish clear parameters and objectives for the assignment, and propose an appointment fee for services to be rendered.

Contact

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 Stop At Nothing

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