

ORGANISATIONAL DEVELOPMENT HEALTH CHECK

3-MONTH INTENSIVE, INCLUDING CHANGE MAP!

Through listening and understanding where your organisation is now and where you'd like it to be, we build the foundations to strengthen the culture of your organisation. We draw a map of how to get from the current state to the desired state and start the journey together.

1. ASK - clarifying exercises to determine the current and desired states

- Understanding the organisation – purpose, strategy, desired culture, values and principles, goals and milestones, customer, people development strategy,
- Understanding the employee experience – clarity of purpose, perceived culture, goals, feedback mechanisms, reward and recognition, learning and development,

2. LISTEN - identifying gaps through an OD health assessment

- Aligning the organisation with the employee experience – where are there discrepancies, alignment and gaps (actual and perceived).
- Hotspots to look out for include:
 - Clarity of purpose and expectations
 - Communication and connection quality
 - Employee engagement levels
 - Change management practices

3. UNDERSTAND - Exploring the causes (possible diagnostics include):

- Employee engagement or pulse survey, Focus groups,
- Employee lifecycle journey mapping, Ideal world activity,
- 180 or 360 assessments, HBDI assessments

4. ACT - Org Development Change Map (solutions may include):

- Clarity coaching workshops
- Communication and connection workshops, guides and templates
- Feedback culture framework
- Leadership development
- Change management frameworks
- Mapping employee lifecycle touchpoints

Let's connect ... I'd love to chat with you about how we can work together to strengthen a healthy organisational culture – now and into the future.

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