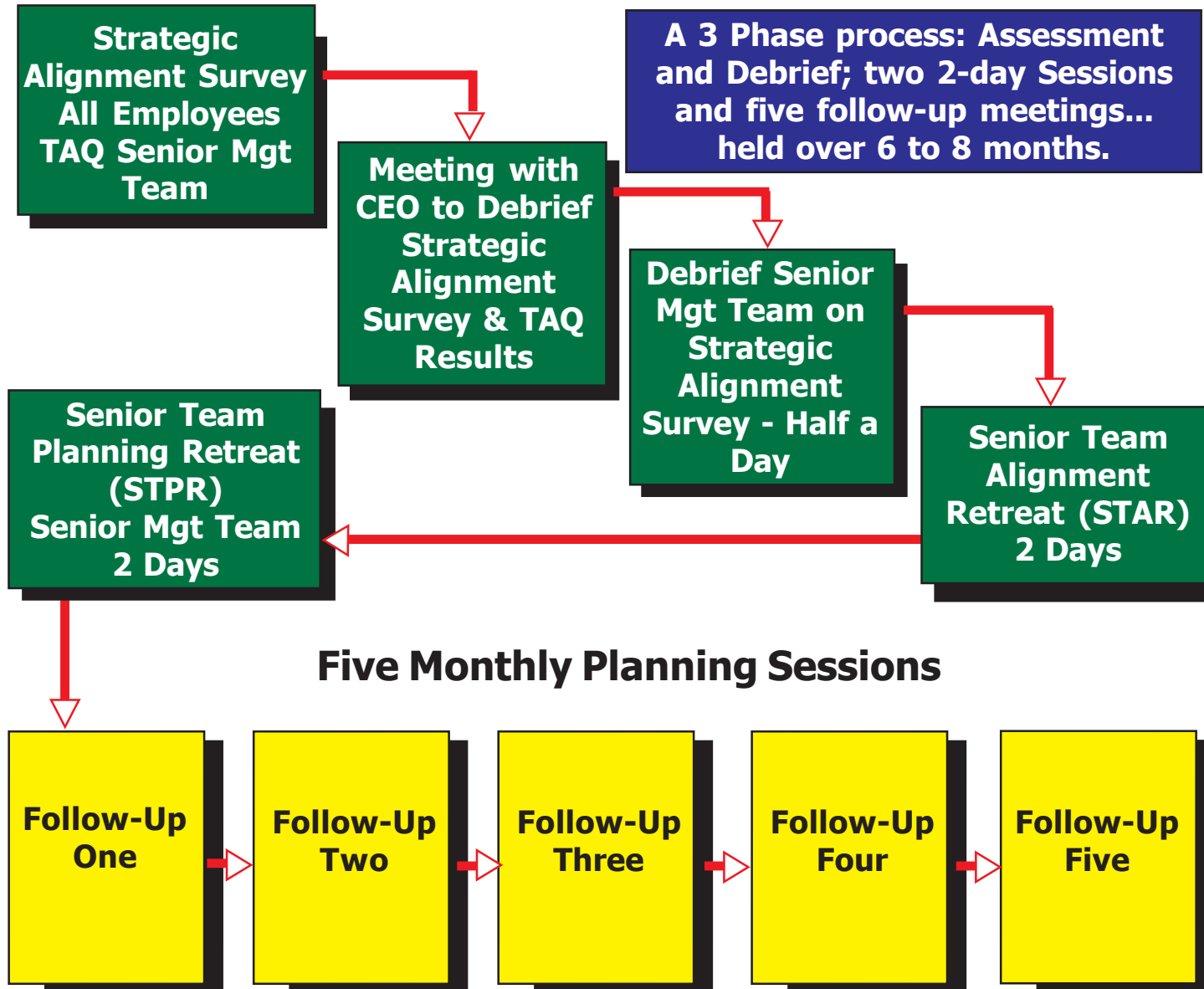


The Transforming Organizational Culture Process™ Senior Team Alignment Process™



A 3 Phase process: Assessment and Debrief; two 2-day Sessions and five follow-up meetings... held over 6 to 8 months.

Phase 1: Strategic Alignment Survey (SAS): All employees complete survey to measure *Alignment* and *Level of Trust*. Senior Managers complete the Team Alignment Questionnaire (TAQ).

Debrief Senior Management Team: (1/2 day) Results of the SAS are debriefed and next steps agreed on.

Phase 2: Senior Team Alignment Retreat (STAR): 2 Day Retreat to debrief TAQ and focus on getting agreement on the future direction of the organization and the culture that needs to be created.

Phase 3: Senior Team Planning Retreat (STPR): 2 Days with 5 Follow-Up meetings to agree on Purpose, Values and Vision and develop a plan for transforming the culture.