

D.E.I.

Organizational Alignment and Approach to Successful Change



1 Compelling Reason for Change

Why leave where we are?

- Current culture
- Engagement Numbers
- Performance
- Survey Feedback
- DEI Efforts (why is it important? what will it impact?)

4 Change Plan

How will we get there?

- Strategic Plan with Balanced Scorecard
 - Financial Perspective
 - Customer Perspective
 - Internal Perspective
 - Learning and Growth

2 Vision

Where do we want to go?

- “Big Picture” – Highly Detailed
- Ideal Culture
- Leadership Support
- Talent Management
- Outcomes we desire to achieve

5 Enable Advocates

How will we engage others to go Where we want them to go?

- Leadership, Managers, Supervisors
- Frontline Staff
- Stakeholders
- Customers

3 Transformational Leadership

Who will take us there?

- Sponsorship and Support
- Leadership Impact on Culture
- Leadership Impact on Results
- Leadership Impact on People

6 Plan Management

How will we hold ourselves accountable?

- Role Clarity; Responsibility and Function
- Strategic outcomes/metrics
- Organizational values lived out daily

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