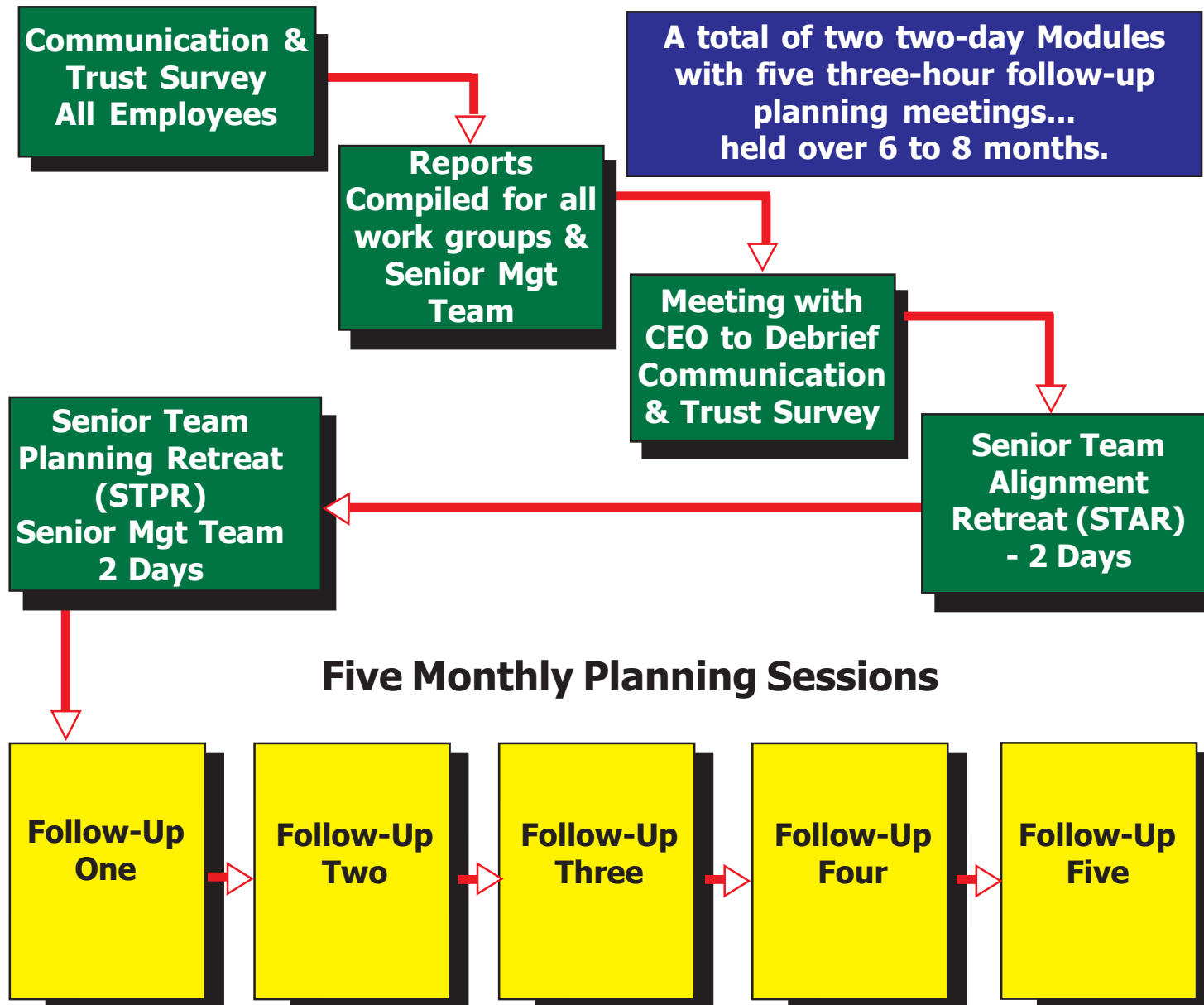


The Transforming Organizational Culture Process™ Senior Team Alignment Process™



A total of two two-day Modules with five three-hour follow-up planning meetings... held over 6 to 8 months.

Communication and Trust Survey (CATS): All employees complete survey prior to commencement, to measure alignment with the organizations *Purpose, Values* and *Vision*, and the *Level of Trust* that exists.

Senior Team Alignment Retreat (STAR): 2 Day Retreat to focus on getting agreement on the future direction of the organization and the culture that needs to be created. Results of the CATS are debriefed and a report prepared for all employees on results and action plans.

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.