



LEADERSHIP CONSULTING - CULTURE TRANSFORMATION

Leaders who understand the power of culture make it their strategic asset and develop it intentionally. As leaders can easily become blind to the elements of their organization's culture, they benefit from bringing in an outside perspective. If high performance, collaboration and innovation are important for you, it is time for transformative culture work.

Kristiina's Consulting Process:

1. Exploration between the goal and current state
2. Diagnostic & Debrief
3. Leader and/or Team Coaching and/or Training
4. Intervention Strategies Recommendations
5. Review, Assessment of Results and Next Steps

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- **GOAL:** Consciously created organizational culture aligned with the business goals and the brand.
- **OUTCOMES:** Clarity about consciously and collaboratively created organizational culture and strategic values. These values are evident in the ways people in the organization interact and treat each other. Teams function better, people are more engaged, increased productivity and positivity build more high performance and innovation capacity. Clarity for hiring purposes.
- Time commitment varies, typically 6-12 months .

The culture of an organization is created by its people – how they behave and what they believe. What you value drives your decisions – are you conscious and intentional what values you espouse? Instead of paying just lip service to some virtuous concepts, start living out your company values!

I can help you when there is:

- **Confusion:** Gain clarity about the values that guide your work and decision-making.
- **Misalignment:** Is there a difference between what you think you hold as your values and how you actually behave and put those values into practice?
- **Change:** Transform the old culture and old practices to align with the new or updated vision.
- **Early stage formation of a company:** Consciously decide what you believe, and how you behave, speak and get rewarded in your company, and what kinds of symbols and actions serve the purpose the most appropriately.

Get in touch: Kristiina@kristiinahiukka.com or 425.462.6613.

KRISTIINA HIUKKA