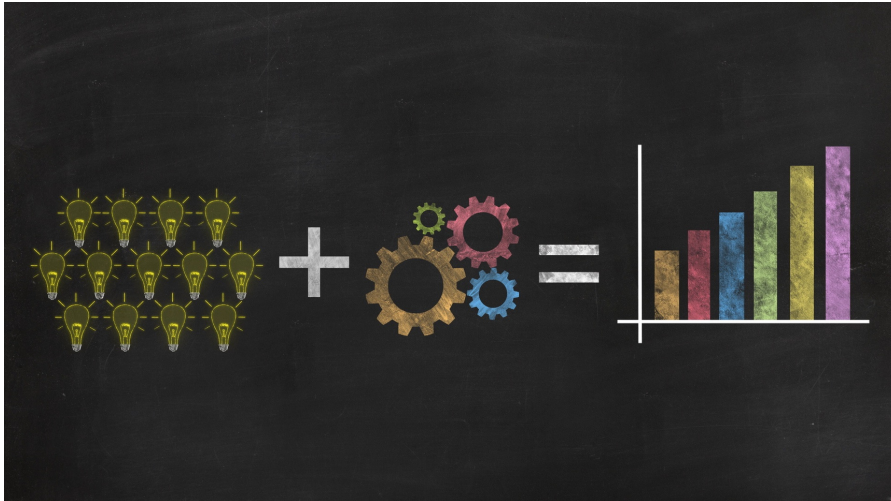


PEOPLE STRATEGY SPRINT

A POWERFUL EXPERIENCE DESIGNED TO EXPLORE WHAT'S POSSIBLE AND PRODUCE CLARITY AROUND ALIGNING PEOPLE STRATEGY TO BUSINESS STRATEGY.



WHY

As highest level business and organizational priorities come into focus, aligning powerful people and performance strategies and solutions becomes critical for success. This facilitated experience will uncover opportunities and new approaches for attracting, developing and retaining talent as part of building a strong organizational culture.

WHO

A small group of HR, People & Culture or Learning and Development leaders responsible for people and performance excellence and driving results aligned to highest level business priorities.

WHAT

This facilitated conversations is designed to ignite possibility and aspirational thinking. Using appreciative inquiry and a sprint methodology, the experience will allow leaders to discover:

- Highest level people needs and opportunities as aligned to business priorities
- Specific immediate and long term people strategy priorities
- Assessment of systems, processes and resources to support possibilities





HOW | THE PROCESS

Part 1

Discovery

- Distribution of an Inspiration Performance Inventory to assess current behavioral trends and aspirations; also, a review of already existing engagement or organizational health assessments and current people strategies and initiatives.

Part 2

Sprint

- Facilitated experience for up to 6 participants.
- A highly participatory experience that uncovers key people and performance challenges and opportunities to meet these challenges and achieve success.
- The experience includes:
 - Foundation Setting - understanding highest level business and organizational priorities, short and long term
 - Envisioning Opportunities - uncovering current people and performance strengths and clarifying opportunities for growth
 - Scoping Opportunities - identifying key priorities and strategies and beginning to think through solutions and scope

Part 3

Baseline Measurement, Session Evaluation, Future Recommendations

- A follow up Insight + Impact Brief and presentation to key stakeholders containing insights and opportunities for impact, session highlights, resources, and recommended next steps.

