

Culture Snapshot

New Leaders Gain Comprehensive, Real-time Insight

Why

- The importance of results -- New Leaders are expected to quickly grasp their operation and drive performance
- The job is *always* different than the New Leader expects — and that can be problematic
- New Leaders can misread the operation and make mistakes
- *Culture Snapshot* was created to address these issues, based on nearly 20 years of expertise

What

- New Leaders benefit from an early view into the culture of the operation
- Revolutionizes Leader Onboarding: delivering clarity, insight and a faster ramp-up
- Other key Leaders weigh in on current operational performance
- Gives New Leaders hard data about strengths and options for stronger performance
- Anonymous, web-enabled survey

Who

- Input is shared by up to 35 colleagues:
 - New Leader
 - Hiring Manager(s)
 - Peers
 - Direct Reports
 - Skip-Level Reports
 - Others
- Anonymous and confidential report provided by Qualified *Culture Snapshot* Facilitator
- New Leader effectively shares *Culture Snapshot* data and insights with Hiring Manager and team

How & When

- Early in New Leader tenure (2 weeks - 2 months in role) to jump-start understanding of the operation
- Expert process support and follow-through
- Skilled delivery by Qualified *Culture Snapshot* Facilitator
- Expectation gaps are identified and closed
- New Leader and team take high-impact action together — delivering needed (and expected) results from the operation



Culture Snapshot
Revolutionizing Leader Onboarding

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