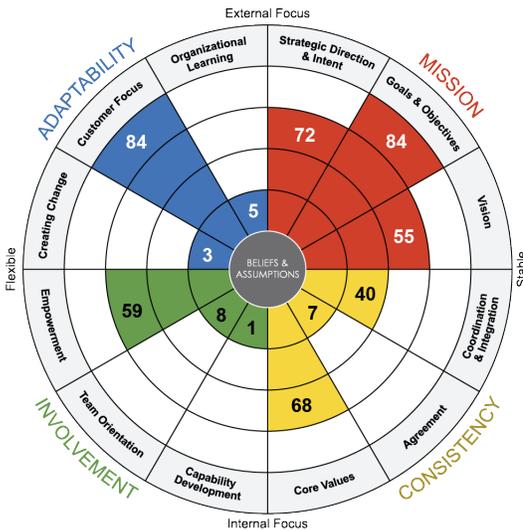




DENISON CONSULTING

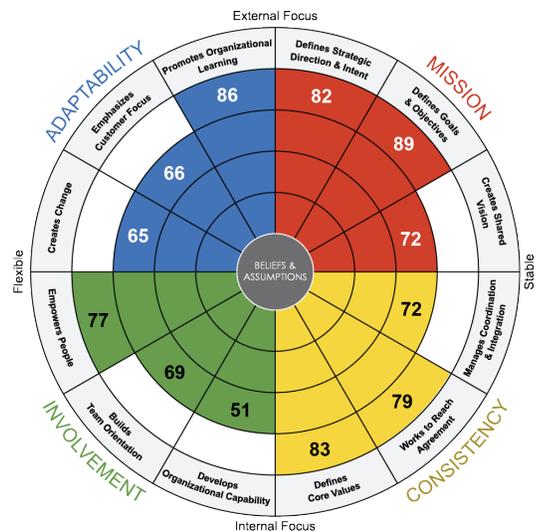
BETTER CULTURE MAKES FOR BETTER BUSINESS

Denison Consulting has worked with thousands of organizations globally, helping them foster innovation and transform their culture. Through our **Path to High Performance**, we provide a framework that aligns key business priorities with robust cultural awareness, empowering individual engagement through thoughtful action by leadership and front line staff.



The **Denison Culture Model** provides a framework to help you drive progress towards your organizational goals. For over 25 years, it has helped businesses achieve cultural and financial success by delivering insight into their cultural performance.

The **Denison Leadership Model** helps organizational leaders to identify specific areas of individual strength and opportunity, and to establish action plans for leadership development. Organizations can understand group-level leadership challenges, learn how specific skills and practices impact leader performance, and help leaders to develop the skills necessary to adapt to a changing environment.



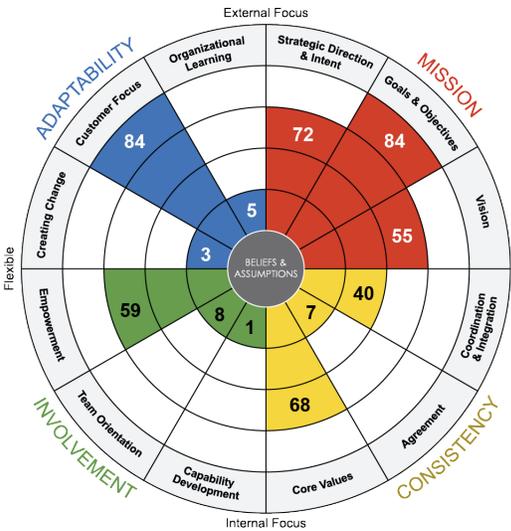


The Path to High Performance

You want to build a high performance culture, and transforming your organizational culture calls for experienced change management.

You see potential for change in your organization, and you have a vision for what your culture could be. But you also recognize the need for quick action: the longer the process takes, the greater the risk of confusion and mixed messages. An experienced organizational consultant working hands-on with your team will make all the difference.

Denison consultants are these people - experienced, focused, and good to have on the journey, because we help guide you on a proven path to high performance so you can manage culture change proactively and ensure rapid, successful results.

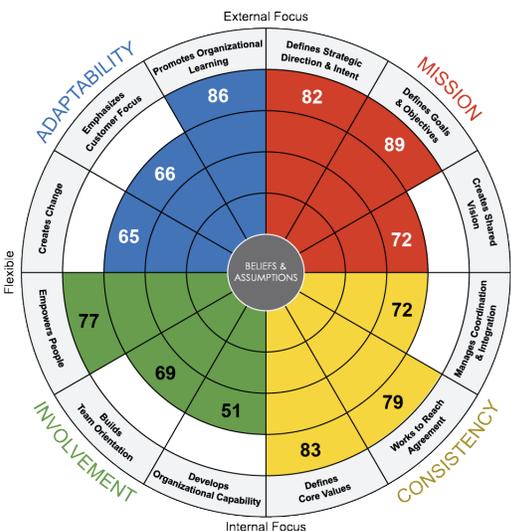


The Denison Organizational Culture Model

Your culture affects your business performance.

Two unique features make the Denison Model and Solutions stand out beyond all the rest: our research and proven link to organizational performance. The Denison Model provides organizations with an easy-to-interpret, business-friendly approach to performance improvement that is based on sound research principles.

The Denison Model links organizational culture to organizational performance metrics such as Sales Growth, Return on Equity (ROE), Return on Investment (ROI), Customer Satisfaction, Innovation, Employee Satisfaction, Quality and more. The Model and Culture Survey are based on over 25 years of research and practice.



The Denison Leadership Development Model

Your leaders drive performance, and you want to grow and develop them.

We combine diagnostic data and personal coaching to develop your leaders' abilities. By measuring leadership potential along the same metrics used in our Culture Survey, we can provide a direct, apples-to-apples comparison of how well a leader's values align with those of your organization's culture. Then we use these results to target points of misalignment, facilitate honest conversations, and foster development through our learning-by-doing approach.

Our unique process is designed to raise leader awareness, establish open channels for "honest conversations" among leaders, foster ownership of development plans, and promote continuous action learning. Building from this model, we offer a range of services that include delivery of executive coaching and team and executive development programs.

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