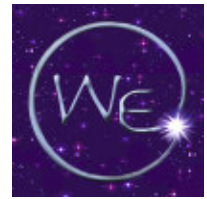


Workplace Evolution Services Assessment



DESIRED RESULTS

1. Why are you interested in our services? (What made you contact WE rather than others?)
2. What would you like to see different in your organization...why?
3. Why do you see change as important?
4. Will the change you are looking for facilitate your vision or will the vision need to be realigned?
5. What would your ideal long-term behavioral shift be as a result of our association?
6. Are your current goals aligned to support this shift?
7. What are you willing/not willing to change to achieve that outcome?
8. What would success look like to you? How will we both know we've succeeded?
9. Do you have measurable outcomes in mind to measure success?

SCOPE & IMPACT

1. How will the team (internal and external) be involved in the redesign process?
2. How large of an external focus are you willing to consider? Customers? Vendors? Competitors? Community? Global?
3. What is working well right now?
4. What would you like to tweak to work better?
5. What systems, processes, tools, behaviors, etc. in current use have already fulfilled their purpose (even if that purpose is merely learning something not to do) and can be stopped?
6. What key learnings have you and your company had about what is no longer working?
7. What is missing?
8. What challenges and concerns do you and/or others have?
9. What is holding back your company from being wildly successful right now?
10. What have you heard, sensed, or observed about what others think is preventing successful outcomes?
11. How receptive are the employees (senior and junior) to creating this organizational change?
12. What is the ideal timeline for this engagement?
13. Is there anyone else you think we should be talking to right now who could help us understand your company's needs?

CURRENT CULTURE

1. On a scale of 1 – 10 how important is honesty to your company culture?
2. What does honesty currently look like in your company?
3. What is your ideal of how you & others would operate in an honest company culture?
4. How ready is your organization for an open dialogue?
5. How are differing opinions and conflict addressed in your company?
6. What systems or processes do you have for receiving and responding to feedback from employees? Customers? Vendors?
7. How transparent are you willing to be?

WORKING RELATIONSHIP

1. What other experiences have you had with consultants (positive or negative) that you think will impact our work together?
2. What would the perfect working relationship with us look like to you?
3. How open are you to receiving feedback from us? How do you like to receive feedback and observations...what works best for you?
4. What kind of support do you anticipate needing after the key components have been implemented?
5. Is there anything else you think we should know that we haven't asked?