

Lead Change - INVOLVE™ Your Employees

Make Each Employee a Partner in Achieving Your Organization's Goals

All change is individual, occurring person by person across an organization.

If you've noticed a lack of communication, shared goals, and teamwork in your organization—all resulting in decreased profitability and increased stress—you're not alone. More than 10 percent of respondents to a recent Newsweek poll indicated that they experience stress in the workplace, and 64 percent attributed their problems to poor communication between management and employees. That's where Workitect comes in. Through our expertise in change management, employee communications, open-book management, training and competency systems, we have created the INVOLVE Program, a three-step initiative consisting of:

Assessment

We determine the feelings and beliefs of employees—at all levels of your organization—through interviews, focus groups and/or surveys.

Design

We customize each program to your organization's specific needs, educating employees in these vital areas:

- Your business
- Your competition



- Corporate strategy and goals
- The change process
- Employees' own roles and those of their co-workers
- Collaboration/communication between departments
- Accountability
- Other topics identified by your executive team

Delivery

We train your employees—even those not experienced in training—to conduct the program.

The INVOLVE Program—more than a quick fix

At Workitect, we believe that sustained change is the only measure of success. And we've found that for change to become sustained, behaviors—as well as processes—must undergo transformation.

When does behavior change? When the rewards and consequences are real and when every employee can answer the "What's in it for me?" question.

INVOLVE changes your entire organization—one individual at a time

Every one of your employees is important because all change is individual, occurring person by person across an organization. To become fully involved and invested, each employee in the INVOLVE Program:

- Assesses his or her current level of knowledge and role in the company.
- Sets goals for improvement.
- Learns about the company through discussions, presentations, video's and participatory exercises.

Eight reasons to INVOLVE your organization

After your employees spend just one to two days in the INVOLVE Program, you'll find them:

1. Understanding the organization's business strategy and goals, processes, and financials.
2. Taking responsibility for their own job satisfaction, performance, and development.
3. Committing to know not only their own roles but those of other people and departments.

4. Asking smarter questions, making sounder decisions, and generally demonstrating a higher level of engagement and empowerment.
5. Participating in clearer two-way communications.
6. Collaborating more effectively.
7. Satisfying more customers.
8. Demonstrating more loyalty.

Workitect's INVOLVE Program. What's in it for you?

Engaged employees with an increased capacity for change. A more harmonious workplace. Department "silos" eliminated. And a profitable company that's attractive to prospective employees and investors.

WINNER OF SARATOGA INSTITUTE'S BEST HUMAN ASSET MANAGEMENT AWARD

Ashland, Inc.

"We wanted a training program that could be facilitated by our department heads with minimal assistance by our human resources people or an outside consulting firm. Workitect delivered exactly what we wanted. The training is being well accepted within the company and the principal reason, notwithstanding the high quality of the material, is the great level of buy-in by management. We have Workitect to thank for that".

Ron Wallace

**Director, Employee Relations and Human Resources
Ashland Petroleum, Inc.
Ashland, Kentucky**

