



## ◆ PRACTICE AREA HIGHLIGHT: ◆ CULTURE & ENGAGEMENT

*Propel feelings of belonging and engagement*

With purposeful design, every experience across the talent lifecycle is centered on the goal to engage, propelling feelings of belonging, being invested in, and cared for. Engagement and employee voice surveys, overall culture transformation, inclusion programs, recognition and appreciation programs, wellness actions, company gatherings, and org design also fit into this practice area.

Angela can help ensure that your engagement efforts are threaded from your culture and that there are real actions driving performance and productivity.

### Examples of work in this practice area

- Define, optimize, and transform the organizational culture
- Build out reward and recognition programs tied to culture and competencies
- Develop a compensation philosophy
- Design surveys to assess and act on the employee voice
- Review engagement survey results and synthesize into recommended next steps and action plans including communication cascades
- Create employee communication plan, including advising on voice and channels
- Advise on decisions around voluntary separation, reduction in force, and policy development in ways that remain talent centric
- Create stay interviews and retention plans
- Organize, produce, facilitate team off-sites and retreats to align on mission and culture



*Angela has helped me significantly with employee engagement. Her advice and recommendations are always spot on and I have always found Angela accommodating and responsive. She also is a very good listener and follows up with a measured response.*

*Rich A, COO - Aerospace company*

### Three Ways to Partner:

- As your *designer*, Angela will create tailored solutions
- As your *facilitator*, Angela will provide structure and support for meetings or present as an expert speaker
- As your *advisor*, Angela will provide expertise and recommendations to enhance your deliverables and navigate complex situations

### Investment Options:

- *Retained*: Continuous collaboration for long-term needs.
- *Project*: Time-bound collaboration for short-term needs.

### Angela's Commitment:

- Collaborate as partners
- Ensure you shine
- Work in a solutions-based approach

### Other Practice Areas

Informed by her experience as a former HR executive, Angela partners with you across the talent lifecycle to architect experiences, practices, and teams that enhance business performance and guide HR transformations. Her other practice areas include:

**TALENT ATTRACTION & ACQUISITION**

**LEARNING & GROWTH**

**HR STRATEGY & STRUCTURE**