



Denison Consulting Overview

OVER 20 YEARS OF EXPERIENCE.
OVER 50 COUNTRIES.
OVER 8,000 CLIENTS SERVED.



Overview:

Denison partners with our clients to develop cultures that deliver sustained performance toward the business metrics that matter most to them. Over 20 years of research and applied experience provide a strong foundation for our valid and reliable diagnostic surveys, data analytics, and consultative approach. Denison has worked with over 8,000 clients around the world. Our client base is diverse and has allowed us to develop and leverage best practices from a wide variety of use cases, industries, and geographical regions.

The Denison Team brings a balance of business experience, academic rigor, and consulting expertise to improve culture and leadership. Denison works with leaders and employees to translate survey data into business insights, and to communicate those insights throughout the organization. In doing so, we will provide you with the information and guidance necessary to ensure that the characteristics of your organization serve to inspire performance.

Practice Areas:

Strategic Alignment

Denison provides leaders with the information they need to quickly and clearly see how and where to exert energy and influence. Every organization and strategy is different – at different stages and with different objectives. We meet you where you are. We are here to support you through the four stages of strategic alignment: Create, Communicate, Clarify and Reinforce.

Mergers and Acquisitions

In any merger or acquisition, Denison minimizes the risk of “culture clash” by bringing culture to the forefront of the M&A process. In doing so, we help create a single, high performing organization. Our cultural due diligence and cultural integration processes provide rich data to give leaders more information both pre and post-deal.

Transformation and Turnaround

Our performance-rooted culture model provides a systemic look at the internal and external aspects of culture. Our Performance Analytics solutions help link those aspects of culture tangibly to the metrics and KPIs that matter most to your turnaround. This allows leaders to target their limited resources on the aspects of culture that impact business performance.

Talent Management

We offer a research-based approach to help leaders deliver performance through culture, not in spite of it. The Denison Model provides a comprehensive framework to think about, measure, and discuss both culture and leadership behavior. From selection to on-boarding to development, Denison's experts can design a custom talent management strategy to meet your needs.

Digital Culture

Denison's digital assessment tools and team of experts help you understand your people, focus your energy on proven solutions for culture and leadership challenges, and take impactful action in today's digital landscape. To inspire a successful digital transformation, we have developed motivating ways to engage your workforce in shaping your new digital culture.

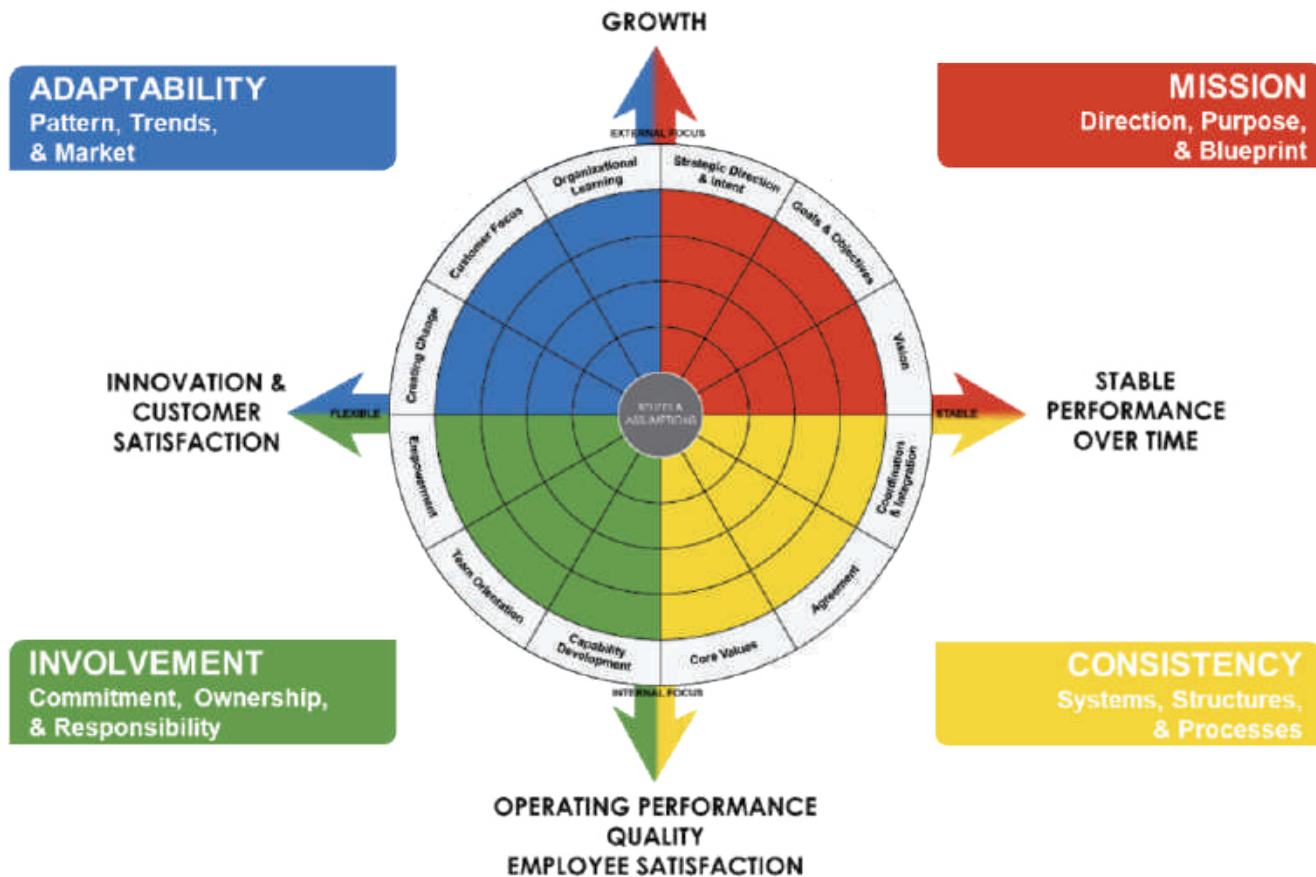
Our Approach:

Change happens when an organization aligns around a mission, establishes clear priorities, and offers concrete steps toward achieving them. Our culture change methodology begins with our expert team gaining a deep understanding of your organization. We build on this to craft a customized approach to achieve high-performance. We then walk with you to realize the change you're seeking.

To guide this process, we deploy a seven phase plan called **The Path to High Performance** (see below). At the core of our survey approach is the industry's leading culture assessment – the Denison Organizational Culture Survey (DOCS). Our survey takes 10-15 minutes to complete and leverages the highest quality and longest standing research in the field. The DOCS measures the overall health of an organization relative to a benchmark of over 1,000 organizations.



The DOCS is built around the Denison Organizational Culture Model (see below). The Denison Model was originally developed through research performed at the University of Michigan's Ross School of Business and Institute of Social Research. With proven links to business performance – such as profitability, growth, innovation, customer satisfaction, employee satisfaction, and quality – the DOCS will provide an objective, reliable measure of any organization's cultural strengths and challenges.



Our Assessments

As the premier corporate culture and leadership development firm, we strive to meet all of your organization's assessment needs. Our assessment services include:

- Denison Organizational Culture Survey
- Employee Engagement Assessment
- Diversity & Inclusion Assessment
- Employee Commitment Assessment
- Organizational Trust Assessment
- Innovation Assessment
- Safety Management Assessment
- Risk Management Assessment
- Resiliency Assessment
- Digitalization Assessment
- Sustainability Assessment
- Pulse Surveys
- Leadership Effectiveness Index
- Leadership 360
- Leadership Potential Report
- Focus Groups
- Stakeholder & Executive Interviews

Leadership Coaching and Development

Denison also offers custom leadership development programs that include customized leadership assessments, learning resources, and coaching sessions. These programs help to align your leadership practices and principles with your culture goals.

The Denison Leadership 360 measures an individual's skills and practices as they relate to culture and performance. Each individual's scores are benchmarked against a database of leaders from around the world. The assessment provides participants with 360 degree feedback from a number of perspectives. This provides the leader with a comprehensive view of their strengths and areas for improvement. Through our 4-Point Coaching Model, our expert coaches offer organizations a way to tangibly align all levels of leadership to the organization's culture and strategies:

