

A background image showing four people in a meeting around a table, with a dark semi-transparent overlay. The text is overlaid on this image.

Building a High Performance Culture

Do your employees' love coming to work?

Are Your Employees' Passionate about their Work and Your Organization?

Engagement is not enough! Integro's research shows 78% of employees are passionate about their work and yet almost half of these engaged people are emotionally disconnected from the organization they work for.

Employees who are passionate about both their work and the organization they work for are more likely to stay long term, increase customer loyalty and go the extra mile. This is what builds a High Performing Culture.

In our experience, organizations need their employees to be emotionally connected to both their work and the organization to enable them to work at their best, hence our use of the more emotive term, 'Passion'. In our experience, there is a significant difference between passion for the job and passion for the organization.

The key to creating a High Performing Culture in your organization is to create a work environment where employees love coming to work. First you need to know what your employees think.

How to Measure Organizational Culture?

Using the Employee Passion Survey, you can measure the degree to which employees believe their "intrinsic" needs are being satisfied and the level of trust employees have for your organization and its management. This will pinpoint the problem areas at department and team level to enable you to create change initiatives to ultimately create a culture of trust, personal responsibility and passion.



Intégro's research shows that if you satisfy the five needs that ignite passion above, not only will your employees trust you, they will be passionate about what they do and the organization they work for. Passion creates the emotional connection needed for a High Performing Culture.

Support & Facilitation

- ☑ One-on-one debrief of survey results for the organization head.
- ☑ Debrief session for senior team members and department heads.
- ☑ Recommendations and tools for developing a culture of trust and passion.
- ☑ Ongoing follow-up and support to create change and provide access to re-take the assessment to measure results and progress over time.
- ☑ Option to continue additional training to instill a flexible, trust-based leadership model in your organization.

Want to find out how passionate your organization is? Contact:



CERTIFIED ASSOCIATE

Cindy Ishimoto
Call: 808-375-7344

Email: cindy@cindyishimoto.com

Web: www.cindyishimoto.com