

MINDSET

PASSION

PURPOSE

PERFORMANCE



ICC Cultural Performance Analysis

What is Involved

Thank you for being curious about collaborating with ICC on a performance enhancement initiative for your business, this is where things get interesting. We know the value that a solid and sustainable performance culture can bring to an organisation and we'd be delighted to take the journey with you to help you elevate yours.

We conduct a straight-forward cultural performance analysis, using metrics to establish a clear baseline on where your organisation is compared to the 'ideal' High Performance Culture (we share these Cultural Drivers with you ahead of the performance analysis). We highlight your solid cultural benchmarks as well as underline the progress areas.

We provide you with a strategic performance plan that includes robust actions and recommendations to assist you in taking the performance of your organisation from good to great. We provide advice on:

- Designing a sustainable performance culture
- Developing a straightforward implementation strategy
- Establishing a high-performance taskforce
- Supporting individuals, teams and executives to own and elevate their performance

What is the Value to your organisation?

- **Increased Resource Value via Elevated Output**
Observe the released discretionary effort of your people when empowerment (alongside performance mindsets) transfers to ownership
- **Limit Unnecessary Costs**
Quantify the decline of duplicated or mis-aligned activities when your 'Purpose' is clear, prioritised and deployed as a decision-filter
- **Increase Competitive Edge**
Reduce attrition rates by developing a high-performance collective built on trust and aligned values, increasing the likelihood of innovation and high-quality work becoming customary
- **Efficiency via Transparency**
Experience a connected collective, where ideas are shared freely, voices are heard and conflicts are raised productively: communication is open, honest, direct and welcomed

What does it look like?

ICC provides you with five-days' worth of collaboration with our highly-experienced performance consultancy team. This includes:

- **Eligibility Consultation:** we are discrete, but thorough: we learn about the organisation, the leadership team, the highs, the lows, the purpose, the plan, the existing cultural drivers and, of course, your people. We expect to be challenged on all aspects of our involvement, purpose, and proposed outcomes. At the end of this stage, we will both have a clear view of intentions, desired outcomes, invested resource and planned communications. Commitments are made regarding next steps
- **The ICC Cultural Performance Analysis:** our assessment software is markedly different from the commonly experienced questionnaire and assessment technology available. It is not simply another digital document to anonymously complete to satisfy engagement initiatives. Our tools are purpose-driven, highly-branded and easy to use. They are clear on outcomes, scalable, time-efficient and emphasise open dialogue. At the end of this stage, we will have a well-defined view of the operating culture of your business, the areas for development and the rationale behind them. We prepare this for an interpretive discussion with you
- **Data Gathering and Analysis:** as well as established cultural metrics, our assessments highlight some of the more intangible, hard-to-measure areas of performance (such as mindsets, cultural behaviours, group think, creativity, innovation, and trust). The ICC analysis process top-selects areas of interest for discussion and we assist you in interpreting the key messages. At the end of this stage, you will have an accurate position on what is required to achieve cultural performance enhancement
- **Performance Planning and Implementation:** alongside walking you through the key directions from the analysis, we provide you with a bespoke strategic performance plan for discussion. We offer suggestions on curating an implementation taskforce and what actions to deploy in order to maximise success for your new high-performance culture. This stage helps you achieve a readiness state for implementing change, complete with a project plan and applied resourcing
- **Quarterly check-ins:** there are no hacks or quick-fixes when building and enhancing a high-performance culture, it is not going to happen in five days, no matter how hard we try! ICC checks in regularly with you and your taskforce to review actions, offer advice, hold you to account and help guide you along the high-performance roadmap (clients sometimes take diversions and excursions along the way!). We remind you of priority and purpose over immediacy and distraction while incorporating into the plan any new, aligned developments

Investment

Your annual investment in the ICC Cultural Performance Analysis:

£7,850