



UNLEASH THE POWER WITHIN: TRANSFORMING ORGANIZATIONAL CULTURE

Why Focusing on Culture is Your Competitive Edge

A vibrant culture isn't just a trend; it's the bedrock of sustainable success. By investing in your organization's culture, you align hearts and minds towards a unified vision, fostering innovation, inclusion, and excellence that outlasts any leadership change.

How Drive a Successful Culture Transformation To Reach Organizational Goals

What's Needed for a Sustainable Culture Transformation

CONVICTION

They need to see value in changing and growing, and then want to do so.

KNOWLEDGE

They need to know what to do differently

SKILL

They then need to know how to apply that knowledge back on their job.

RESULTS

They need to be accountable for, and see, improved results in how they lead and what they accomplish.

How Eagle's Flight Addresses These Needs

EXPERIENTIAL LEARNING

1. Participants are highly engaged in Eagle's Flight's unique experience.
2. They learn by doing.
3. With an in-depth facilitated debrief.

PRAGMATIC MODELS AND CONTENT

Practical steps to take to behave differently, and so produce different and better results.

COMPANY RELEVANT APPLICATION

1. In-class discussion and practice around work related situations and issues
2. Facilitated guidance in the application of the principles taught.

POST COURSE RETENTION

Post class application and retention tools to support the new behaviors becoming habitual, and the improved results predictable.



CASE STORY



RESULTS:

- Culture Transformation focused on creating a strong risk and compliance culture with a focus on strategy, the customer, and corporate values
- An 11-year global partnership with consistent year-over-year increase in culture metrics
 - High participant satisfaction scores
 - Consistent achievement of project business metrics

WHAT WE DELIVERED:

- Entirely customized, two-year, multi-phased Culture Transformation initiative, which dramatically changed the culture of this organization
- Co-created **Leaders as Teachers** program and deployment methodology
- On-going facilitation of multiple core programs including their "Grad" program for new leaders to **ensure lasting cultural impact** of initiatives

AUDIENCE:

- 14,000+ employees of **all levels** across the United States
- **4,000+ international employees** who support the United States business



"When you go through an Eagles Flight experience, you don't want to go back to your old way of training. It's a great way to learn new behaviors and ensure that behavior change is sustainable. It's something we haven't done with other providers. What we've also experienced with Eagles Flight is well, they're fun! We enjoy partnering with them and we work together so well. We have a better product for it."

David Wilson, Standard Chartered Bank



Culture Programs

