



# Culture Consultant Services

## CONSULTING SERVICE

Pricing based on a 1 year contract:

Employees	Monthly Rate	Yearly Rate	10% Disc. If Paid in Full
5-49	\$2000	\$24,000	\$21,600
50-99	\$3000	\$36,000	\$32,400
100-199	\$4000	\$48,000	\$43,200
200-399	\$5000	\$60,000	\$54,000
400+	\$6000	\$72,000	\$64,800

\* Above rates do not include cost of individual surveys and training materials.

\* Half-day and Full-day workshops are individually priced and not included in regular monthly consulting fees.

## **Above Yearly Contract Includes:**

1. 1 scheduled meeting with company representative per week.
2. Access to consultant for short (5 minute) unscheduled calls.
3. Regular reviews of engagement surveys.
4. Ongoing consulting and assessment.

## TRAINING AND DEVELOPMENT WORKSHOPS

### **Pricing:**

Half Day (Flat Rate)	\$1,500 plus material costs and expenses.
Full Day (Flat Rate)	\$2,000 plus material costs and expenses.

\* Material rates vary and are charged on a per person basis

### **Workshops:**

- 1. Foundations of a Winning Culture:** Ultimate Synergy original material designed to help teams and organizations build strong interpersonal relationships designed to strengthen the team/organization.
- 2. Personality Assessment:** Designed to give team members a basic understanding of the differences in personality that exist on their team and in their organization. Deals with core personality traits and gives an understanding of the way people are “wired.”
- 3. DiSC Profile:** Provides an in-depth understanding of why people behave the way they do in the workplace. Gives participants an understanding of why other people think and behave the way they do and how these differences should actually be a strength and not a weakness of any team/organization.



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## WEEKLY MEETING SCHEDULE (meetings are 1 – 2 hours in length)

The following is a guide for what will be accomplished by the end of the first 8 weeks:

Week 1	<ol style="list-style-type: none"> <li>1. Establish a vision for the culture.</li> <li>2. Identify the appropriate engagement survey to be administered this week.</li> </ol>
Week 2	<ol style="list-style-type: none"> <li>1. Follow-up on engagement survey. Construct “reminder” email to send out to those who have not responded to survey.</li> <li>2. Identify individuals to be a part of a culture focus group and set a date for the first focus group meeting. (sometime during week 5)</li> </ol>
Week 3	<ol style="list-style-type: none"> <li>1. Review results of engagement survey. (preferably with executives)</li> <li>2. Identify common themes and prioritize the issues.</li> </ol>
Week 4	<ol style="list-style-type: none"> <li>1. Set goals for improvement of identified priorities.</li> <li>2. Discuss Employee Handbook. (Handbook must match the established cultural vision)</li> </ol>
Week 5	<ol style="list-style-type: none"> <li>1. Review and give feedback regarding Employee Handbook.</li> <li>2. Begin formulating a culture plan to reach the established goals.</li> </ol>
Week 6	<ol style="list-style-type: none"> <li>1. Review ideas for the culture plan.</li> <li>2. Go over feedback from focus group.</li> </ol>
Week 7	Catch-up and review weeks 1-6
Week 8	<p>Discuss open items from week 7. By now the following should be complete:</p> <ol style="list-style-type: none"> <li>1. Vision</li> <li>2. Engagement survey</li> <li>3. Executive review of engagement survey</li> <li>4. Goals established</li> <li>5. Focus group meeting with feedback</li> <li>6. Plan formulated</li> <li>7. Handbook review with deadline for edits complete and ready for board/executive approval.</li> </ol>
Week 9 & Beyond	Ongoing needs assessment based on the established plan.

Cultural **VISION** is a picture of where you want to go in the future.

Example: To make it on the “Best SMALL Companies to Work for in Florida” list.

Cultural **GOALS** are the steps designed to reach the vision.

Example: Increase the number of fully engaged employees from 45% to 60% over the next 12 months.