

# WHY HIRE RGI?

PRIORITIZE YOUR PEOPLE. GET WORK DONE.

## WHY:



### M&A SITUATIONS EXPERIENCING:

- Accountability and teamwork issues
- Missed deadlines and delivery on objectives
- Failed culture adoption during an acquisition
- Undesirable turnover and attrition
- Low engagement and morale
- Failure of initiatives and process changes

### OFTEN AS A RESULT OF:

- Change and Transition due to merger or acquisition
- Growth outpacing the original organizational culture
- Lack of accountability around standards
- Lack of leadership knowledge in a change environment

### CAN BENEFIT FROM RGI'S INTELLECTUAL PROPERTY:

- Provide tools to teams that immediately impact accountability and productivity
- Increase alignment and engagement
- Create team-level and leader empathy
- Raise productivity
- Result in successful initiatives instead of failed initiatives

## WHAT:



### ROSE GROUP INTERNATIONAL (RGI):

- Organizational culture is the foundation of successful companies and their initiatives. We work with organizations to create an environment where employee lives are better and people want to stay.
- We have created a distinct and repeatable method based on published research that has been refined through years of successful engagements.

### CULTURE TYPE ASSESSMENT:

- CTA is a workplace-oriented method to quantify work preferences of individuals on a team. The system employs a novel and updated perspective, based on published research underpinning established management and personnel theory and has been refined over years of successful engagements.
- CTM is unlike older personality typing systems, which have not kept pace with business's need for team-oriented and quickly-employable methods. Further, RGI ensures your team is ready for success with tools and methods to use CTA results effectively and immediately.

### KURTZ CHANGE TRANSITION MODEL:

- KCTM assesses an organization's individualized appetite for change, based on the culture types of its people.
- Unlike other change management frameworks that assume that change creates an unavoidable and costly disruption period (the classic "U-shaped curve"), KCTM teaches your leaders how to embrace the unique opportunity for innovation created by change, and decrease the negative energy spent on fretting change.

## HOW:



- RGI offers packages for board room, executive, director, and team leader levels.

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ROSE GROUP, INTL  
DISCOVER. REFINE. PROPEL.

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