



Workplace Evolution

An Energetic Approach

Turning Stress into Success

As businesses respond to market conditions, organizational change is inevitable. Change historically has led to stress. Statistics show that effectively managing change is crucial to success. In a McKinsey study of 40 companies who introduced change initiatives, the successful programs were those who focused on making any level of the company better able to deal with change. Organizations focused on improving change-management capabilities met or exceeded the rate of return on change initiatives by up to 300%.



62% of respondents of PWC's Annual Global CEO Survey believe that new methods of recruiting, motivating and developing people are necessary in order to effectively respond to the new economy.

WORKPLACE EVOLUTION (WE) is a resource bank of senior organizational development consultants who are experts at helping people *engage change* and turn the energy of stress into productivity.

Increasing job stress is responsible for estimate annual \$10,000 per employee, \$300 billion for the US global economy. • Bureau of Labor Statistics

WE's approach involves deconstruction of outdated beliefs and models, reinvention of the business to enhance and accelerate evolutionary thinking, and restoration of community to activate the collaborative intelligence within the organization. Describing the full scope of WE's work is challenging. As Columbus learned, there were no words to describe the new world until he left Europe and sailed for its shores. But, just like us, he could feel the energetic momentum building before he could put the words together.



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What Makes WE Different? WE Incites the ENERGY of Success.

Engages the energy of all stakeholders in more positive and efficient ways. This includes an understanding of how to transform the energy of conflict, discontent, and hopelessness into passionate individual contribution and inspired high-performance teamwork. We acknowledge the energy elephant in the room. We show you how to harness the power of group and individual energy with playful awareness games called ME (*My Ego – My Energy*) Management.

No-nonsense belief in your ability to attain new levels of self-responsibility and accountability. WE's approach lets you see all aspects of your current reality and facilitates your transition into the best organization your team can envision. We work with you to build a foundation from what you presently find valuable so the organization can capitalize on inherent strengths that are readily available and take these strengths to a new level of achievement.

Encourages the incorporation of new behaviors that accelerate the organization's mission and goals. We assist you in recasting beliefs, thoughts, and assumptions that stand in the way of individual and organizational success – this *deconstruction* phase is WE's signature approach. We act as a catalyst for clearing individual and organizational blocks that constrict profitability, participation, and performance.

Radical honesty is our motto. Our consultants fearlessly and provocatively ask the tough questions with your organization's best interests at heart. This is our promise to you as we partner with your organization to discover sustainable solutions that address core issues.

Goals + the energy of the community = the glue for across-the-board success. We view community as an essential workplace verb. Through restoration of community and its natural outcome of collaborative intelligence, you gain the ability to sustain results.

Your talents, tempo, and wisdom are playfully called into your next evolution of insight and action. Our focus is you. You have the knowledge necessary. We help you find it. Your success is what matters.

Workplace Evolution is available for facilitation, presentations, and exploration of your evolving workplace. Please [Email](#) us for more information.