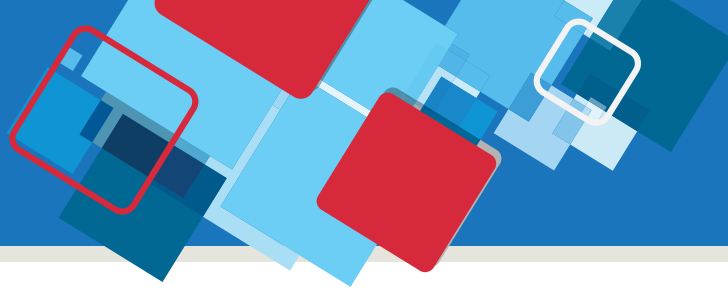




**Natural**  
Ability.com.au



## How is Your Organisation's Culture?

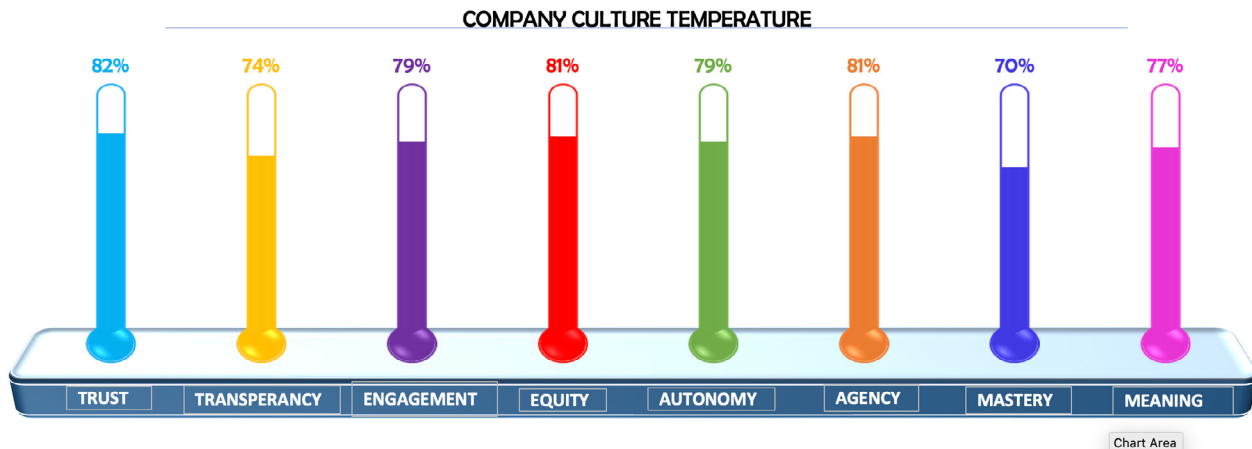
Toxic?

Just, OK?

Thriving?

### Curious to Find Out?

Let us take your Organisational Culture Temperature!  
Help you to find out exactly how your staff and people feel.  
Let us help you, to Cultivate a Thriving Culture!



**DID YOU KNOW** - A staggering 80% of business challenges arise from the often-overlooked aspects:

- People
- Culture
- Policy

Yet minimal resources and attention are focussed on these areas.

Imagine a workplace where everyone is:

- Engaged
- Cooperative
- Innovative
- Productive

And most importantly, Happier

Let us take your Organisational Culture Temperature – **FOR FREE**  
No Guessing or Assumptions – **REAL TANGIBLE FEEDBACK**



## How Does it Work?

- 1) We Anonymously Survey Your Entire Staff with Our Systematic and Insightful Tool – it is quick, easy to implement and causes no disruptions.
- 2) We Provide a Detailed Culture Report: The Dynamic T.E.A.M. Culture Report is detailed and provides important staff feedback in 37 key areas plus written feedback, suggestions, opinions, and comments from staff in 3 important areas.

The insight gained from this report is extremely valuable.

“Though this survey is free, don’t underestimate its value. It’s a potent tool that unveiled crucial insights about our business, our team, and our culture. It’s worth its weight in gold”.

Sarah - People & Culture Executive

The survey and report alone are valued at \$2,500 – but is yours, absolutely FREE.

## What is a Dynamic TEAM Culture

- An organisation that is mindful and in touch with the needs and capabilities of its staff, people, and customers.
- An organisation that is nimble and flexible to adapt to the evolving needs within a modern workplace.
- An organisation where everyone is pulling the rope in the same direction.

## Dynamic T.E.A.M. Culture™



# Our Double Guarantee Promise:

Introducing the Dynamic T.E.A.M. Culture Survey: We'll assess your organization using our specialized survey, focusing on 8 Primary Culture Factors and 37 Sub-Categories. You'll receive an Organisational Temperature Gauge, highlighting scores in 8 Key Areas: Trust, Transparency, Engagement, Equity, Autonomy, Agency, Mastery, and Meaning.

## GUARANTEE 1

- If all 8 Key Areas score above 61%, the survey and culture report are on us — absolutely FREE.
- If any 2 of the 8 Key Areas score 60% or below, we recommend enrolling in the Dynamic T.E.A.M. Culture program to enhance your organizational culture.

### The Culture Report:

The Dynamic T.E.A.M. Culture Report is detailed and provides important staff feedback in 37 key areas plus written feedback, suggestions, opinions, and comments from staff in 3 important areas. The insight gained from this report is extremely valuable.

The survey and report alone are valued at \$2,500.

## GUARANTEE 2

After implementing our program and conducting a follow-up survey, if there's no improvement in the Key Areas, we will refund our fees.

### Our Promise to You:

If there's room for improvement, we guarantee to guide you every step of the way towards a flourishing organisational culture.

**“This program pinpointed where our issues were, and the Natural Ability team worked with us to develop a plan and strategies to fix our issues quickly and for the long term”**

**Alan - Technology Business Owner**

## What is the Dynamic T.E.A.M. Culture Program?

The Dynamic T.E.A.M. Culture program is a transformative program that helps organizations cultivate trust, transparency, engagement, equity, autonomy, agency, mastery, and meaning within their culture.

By focussing on the essentials, we can take a complex process and make it simple, straightforward, and clear, leading to guaranteed and measurable results.

The program is evidence-based and guarantees tangible improvements in employee engagement and overall organizational performance. It is facilitated by experienced professionals who guide teams through a journey of transformation, ensuring maximum impact and lasting change.

The program is tailored to fit the unique needs and culture of each organization, optimizing outcomes and participant satisfaction.

## What Makes the T.E.A.M. Culture Program Unique?

By focussing on the foundational pieces of a healthy and dynamic work culture:

- Trust/Transparency
- Autonomy/Agency
- Engagement/Equity
- Mastery/Meaning

We can pinpoint the areas and issues that people care about, the factors that influence their attitudes, thoughts and behaviours which translate into productivity, creativity, innovation, and cooperation.

Happy and Engaged employees deliver their full potential, which equals better outcomes, less turnover and higher profitability.

Getting these 8 Critical Pieces right, will lead to improvements and gains across all areas of the organisation.

We measure, develop strategies for improvement, implement and measure again for gains.

This is a BIG PICTURE, WHOLE CULTURE approach that provides the prevention and the cure!

“Forget the fancy high priced consulting firms, this program is relevant, specific, practical and gets results. Everyone is involved, can relate to each area, and a wave of cooperation flows over the organisation. Our people feel heard and valued and this makes a huge difference in everyone’s attitude towards their work and the company”.

Sandy - Retail Business Owne

## Steps of the Dynamic T.E.A.M. Culture Program:

- Step 1)** Anonymously Survey the entire staff using the scientifically designed T.E.A.M Culture Survey
- Survey 8 Main areas, plus 37 sub-areas and receive written feedback in 3 areas.
  - Can survey 4 sub-groups to get a more specific measurement of the organisation.
- Step 2)** Analyse Results in the Dynamic T.E.A.M. Culture Report. (Temperature Report)
- Detailed results for overall organisation as well as sub-groups
  - Includes written responses from staff = insightful and personal feedback
- Step 3)** Review Results with Leaders – Determine Course of Action.
- If culture is strong and does not need help – Detailed Report is Free.
  - If 2 or more of the 8 main areas are below 61% - Begin T.E.A.M. Culture Program
- Step 4)** T.E.A.M. Culture Program.



Module 1:	Module 2:
<ol style="list-style-type: none"> <li>Appoint culture team (3 to 6 people) – small group to deeply analyse results and develop plan.</li> <li>2-to-4-hour workshop to review areas of need, determine root causes of deficiencies, and develop plans, strategies and activities to improve areas of need.</li> <li>Introduce the Culture Change Playbook – packed with ideas, strategies and activities to improve culture in the 8 Key T.E.A.M. Areas.</li> </ol>	<ol style="list-style-type: none"> <li>2 to 4 hour workshop with culture team to refine plan and work on implementation of strategy.</li> <li>Set clear goals &amp; objectives and steps to implement plan and activities.</li> <li>Progressively communicate with leaders regarding activities &amp; results.</li> </ol> <p>WE ARE WITH YOU EVERY STEP</p>

- Step 5)** Anonymously Re-Survey the entire staff. (Re-Take Temperature)
- Review results and compare with previous survey.
  - Celebrate Growth & Success
  - Make adaptations as needed.

**CONTACT US TO TRANSFORM YOUR CULTURE NOW**

**Dynamic T.E.A.M. Culture**

[www.naturalability.com.au/corporate/dynamic-t-e-a-m-culture/](http://www.naturalability.com.au/corporate/dynamic-t-e-a-m-culture/)

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