



Culture Snapshot

Revolutionizing Leader Transition

Culture Makes or Breaks New Leaders



The *Culture Snapshot* is a turnkey solution specifically developed for leaders transitioning into new roles. *Snapshot* provides survey data and tools for root cause analysis, and identifies potential levers for change, helping new leaders convert information into meaningful action.

Be part of the Inaugural *Culture Snapshot* Certification Workshop **March 15, 2012** in Atlanta
Call 877.733.7310 for more details

The Problem

- Leaders are increasingly being hired to have significant impact in complex situations, with an expectation of near-immediate results.
- As leaders enter new roles, they rarely have the same understanding of the operation and role as the hiring manager – a gap which can be compounded by major shifts in circumstances and expectations between hire and start date.
- These gaps in understanding, if not exposed and addressed, will contribute to poor performance and leader derailment – costly, disruptive failure.

The *Culture Snapshot* Solution

- Revolutionizes leader transition by rapidly and explicitly identifying operational performance issues, as well as gaps in understanding and expectations.
- Brings together the perspectives of those who know the operation best – who depend on the operation for their own success.
- Builds a deeper understanding of the operation's performance climate, and focuses the leader and the team on high-impact action.
- Is much more than a report – it is a guide that provides an integrative, executive-friendly and concise view into the operation's strengths and weaknesses, while exploring root causes and high-impact levers for needed change.

As the risk for transitioning leaders increases, so does the importance of capable guidance in understanding the operational culture. Certified, highly-skilled *Culture Snapshot* facilitators deliver findings in a way that focuses transitioning leaders to take the right action, at the right time, and in the right way.

Note: *Culture Snapshot* data is used during leader transitions to provide rapid insight into the operation. Organizations anticipating the need for large-scale change efforts will be best served by a full *Denison Organizational Culture Survey*.

