

plum predict certain.



CULTURE ALIGNMENT

You're a culture champ! You know that putting a foosball table in the breakroom isn't going to resolve your cultural deficiencies. And you know cultural change doesn't happen in a boardroom, where you and your executives decide which core values to write on the office wall without the buy-in of your employees.

That's why Plum diagnoses the roots of your cultural gaps, not the symptoms. Our valid, predictive analytics measure deficiencies between where your culture is now and where every individual employee wants it to be. It's putting the future of your culture into everyone's hands, and that means guaranteeing buy-in from your entire company.

So as you go to create a roadmap for cultural change, you know exactly where you need to direct your strategy and what you need to do to get there.

Plum's Cultural Alignment Tools



Culture Gap Analysis

Plum creates cultural alignment across departments and management levels by surfacing the key drivers of your culture. Through a 10 minute survey that asks the entire company staff to define what's most important about your organization's culture, Plum delves into how individuals see the current culture, and how specifically they want to see it change.



Plum's Engagement Survey

Whereas your typical engagement survey just tells you if your employees are engaged, we tell you why your employees are engaged or disengaged. Through scientifically validated “**forced choice**” methodology, employees have to go deeper than just clicking “agree” or “disagree” to their level of engagement. Our survey asks your staff to prioritize what areas they are most or least engaged in from an equally weighted list, uncovering the levers that will craft the culture your company wants.



Engagement Facilitation

We believe that if you provide the vision, your employees will rise to the challenge and find ways to get your organization where it needs to be. All they need is a little push. That's why we provide facilitation services that include thought-provoking content and actionable advice that gets your employees engaged in the vision and related behaviors of the desired culture. Frequent touchpoints with our facilitation service means that your culture change initiative doesn't lose its initial momentum—the main source of failure in organizational change efforts.



The First Step Toward Change is Awareness

Shifting the culture of your organization isn't easy, but taking the first step is a whole lot easier when you know you have the support of your company and a clear roadmap that you know is headed in the right direction. Give us a call to learn more about how Plum can be that first step towards cultural alignment in your company.