# thinaer

#### Our unique change model adapts to your organization.



### Align around the need for change.

Establish a clear vision for how change will achieve organizational goals.

Identify behavioral drivers that connect to key business goals and metrics.

Build a dedicated team to create holistic change.

### Develop a feedback culture and strategy.

Educate teams on the benefits of an effective feedback culture and train them to create one.

Utilize a real-time feedback platform to identify strengths and opportunities for improvement across people and things.

# Analyze data to spark insights.

Analyze and visualize feedback data to understand what is happening in the organization.

Design growth-focused solutions informed by the feedback analysis.

#### Drive actionable next steps.

Leverage feedback data to identify focus areas.

Integrate analytics insights into stakeholder communications to optimize feedback activity.

Implement the growth-focused solutions.

# Impact organizational results positively.

Foster an ongoing, engaged feedback culture.

Achieve organizational goals to create value.

Leverage success to ingrain the continuous, data-driven change model.