



TALENT, ORGANIZATION & PEOPLE SOLUTIONS

# Organization Culture

Our Talent, Organization & People Solutions (TOP) elevate the 'human side' of business and helps clients execute workforce strategies that address today and tomorrow's challenges to set the course for growth. A critical enabler for an organization's performance is its culture.

**A&M's culture framework focuses on driving business value** by designing a strategy-aligned culture and implementing effective culture interventions to:

- Drive **optimized performance**
- **Maximize value** for stakeholders
- Differentiate the **employee experience**
- Drive transformation and **achieve ROI**

**A&M has worked with clients to improve their culture to address:**

- Changes in business strategies
- Pre-acquisition considerations and post-merger integration
- Declining or inconsistent performance
- Slow speed to market

## How A&M Delivers Outcomes

*A&M works hand-in-hand with clients to:*



### Get to data-driven insights and actions FAST

Using accelerators to efficiently engage the organization to assess culture and quickly move to action



### Drive business value and ROI

Starting with business strategy and stakeholder priorities to design your culture to achieve enterprise objectives



### Make it real

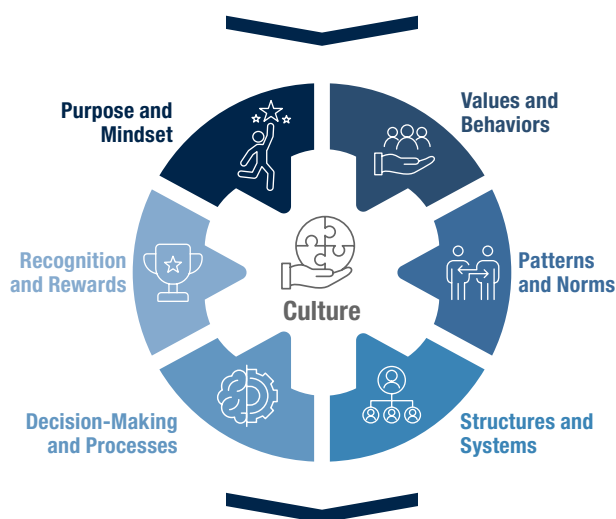
Designing practical, fit-for-purpose culture interventions to embed the new culture into the organization's DNA



### Realize immediate and sustained impact

Finding the "Moments that Matter" to pilot culture initiatives and drive immediate and sustainable impact

**Inputs: Strategy, Business Model, Operating Model, Stakeholder Expectations**



**Results: Leadership aligned strategy execution and realized ROI**

**Reach out for a consultation to discuss your culture needs!**

### Matt Campbell

TOP Solutions Leader

[matt.campbell@alvarezandmarsal.com](mailto:matt.campbell@alvarezandmarsal.com)

### Teal Reamer

Managing Director

[treamer@alvarezandmarsal.com](mailto:treamer@alvarezandmarsal.com)

### Betsy Fischer

Senior Director

[efischer@alvarezandmarsal.com](mailto:efischer@alvarezandmarsal.com)

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## What Else to Consider

When driving a new culture, it's important to consider the most effective **enablers to ensure talent and organization alignment, readiness and results**, including:

### Leadership

- *What leadership behaviors will best serve the organizational goals?*
- *What leadership development investments will drive rapid adoption of culture norms?*

### Value Proposition

- *How will the organization align performance, recognition, and rewards with new culture behaviors to drive outcomes?*
- *How does our culture translate into day-to-day employee experience?*

### Change and Adoption

- *How will the organization operationalize and reinforce key shifts?*
- *Which measurable culture indicators will serve as leading indicators for performance improvement?*

## About Talent, Organization & People Solutions

TOP partners with clients to isolate and accelerate the capabilities and leadership required to deliver on your service promise.

### Talent

Build workforce strategies, development programs and employee value propositions that deliver on your brand's promise



#### Leadership



#### Workforce



#### Development



#### Employee Deal

### Organization

Align operating model, elevate organization design and fitness, and build cultures that drive positive change



#### Operating Canvas



#### Design



#### Performance and Fitness



#### Culture



#### Change and Adoption

### People

Provide HR function expertise, create belonging solutions to support diversity, equity and inclusion, and enhance the employee lifecycle



#### Human Resources



#### Belonging



#### Employee Life Cycle

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## ABOUT ALVAREZ & MARSAL

Founded in 1983, Alvarez & Marsal is a leading global professional services firm. Renowned for its leadership, action and results, Alvarez & Marsal provides advisory, business performance improvement and turnaround management services, delivering practical solutions to address clients' unique challenges. With a world-wide network of experienced operators, world-class consultants, former regulators and industry authorities, Alvarez & Marsal helps corporates, boards, private equity firms, law firms and government agencies drive transformation, mitigate risk and unlock value at every stage of growth.

To learn more, visit: [AlvarezandMarsal.com](https://www.AlvarezandMarsal.com)

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