

Lead the way with CULTURE Signature™

How can you be sure that your executive team's culture is healthy and robust enough for our unpredictable world? Or, for the strategy and plans you must implement now?

A healthy culture is essential to the optimal and sustainable performance of any leadership team. It becomes even more critical as organizations implement strategies for rapid changes, large-scale growth, or transformation in response to market challenges.

...achieving a healthy, high-performing team culture...

At Heidrick and Struggles, we've created a distinctive process that takes a close look at the culture of executive leadership teams...we call it Culture Signature because of its unique approach to evaluating a leadership team using data-based indicators of cultural health. This information inspires deeper discussion about current culture state and where it must be in order to execute on strategy.

Culture Signature sets in motion the process for achieving a healthy, high-performing team culture and is critically important when selecting a new leader or member to join the existing team.

What it Measures

Culture Signature™ leverages a proven culture diagnostic methodology used for thirty-five years by Heidrick's culture shaping business to evaluate cultural dimensions of top teams.

Together with Leadership Signature®, Heidrick's proprietary psychometric leader assessment tool, this powerful combination provides unique insights about the potential culture impact of individuals joining the leadership team.

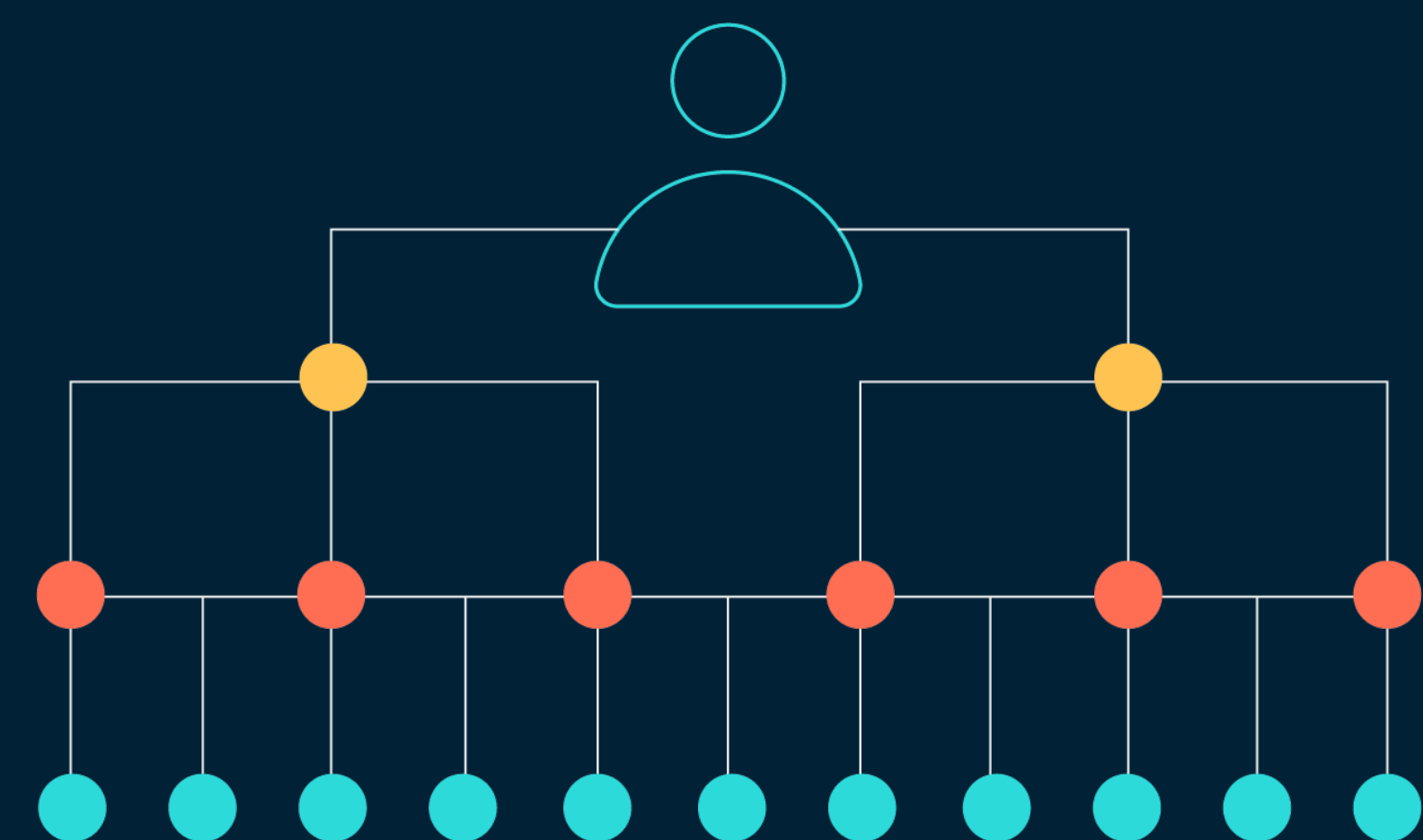
When to Use

Culture Signature is used by top organizations every day to:

- Provide a view on how the culture of its executive team is influencing strategic and operational decisions.
- Make a more informed decision in an executive search or C-suite selection process by illustrating the potential culture impact of each leader candidate being considered.
- Better prepare for the success of a newly placed executive by adding data-based insights into the onboarding process that give a clearer view of the culture.
- Monitor their cultural health indicators over time to measure progress in strengthening the team's culture and dynamics.

Success stories

- Culture Signature was used in this CEO's placement. One year later, after having replaced half of the executive team, the CEO asked to measure progress in the culture being shaped. Repeating Culture Signature showed specific points of impact that the CEO had made and inspired the team to further its growth through a custom Team Journey.
- This Private Equity firm utilizes Culture Signature routinely in their C-suite searches due to the data-rich insights that lead to successful placements.
- Culture Signature contributed to the selection of this CEO to follow the company's founder. He re-imagined the values and guiding behaviors that enabled the executive team to lead under the company's new vision. Culture Signature provided the baseline to measure their on-going progress.



HEIDRICK & STRUGGLES

Contact your Heidrick & Struggles Consultant to ensure that your executive team's culture is healthy and robust enough for the demands ahead.

www.heidrick.com

