

VALUES@WORK™

Satori Consulting combines our expertise in organizational effectiveness and program management with an objective cultural assessment to ensure organizations optimize their most precious resource: their people. We believe that individuals are motivated by their values. By understanding these values, we are able to provide introspective solutions and get to the “root cause” of human dynamic issues.

THE SITUATION AT HAND

Building dynamic teams and identifying how best to leverage individual strengths offer tremendous opportunities for project managers and other stakeholders to optimize performance. To quickly achieve high levels of productivity, it is critical to deploy approaches that promote an understanding of individuals and teams. Otherwise, valuable time is lost managing conflicts and facilitating “team building” rather than on delivering and executing on projects.

Common issues with teams include:

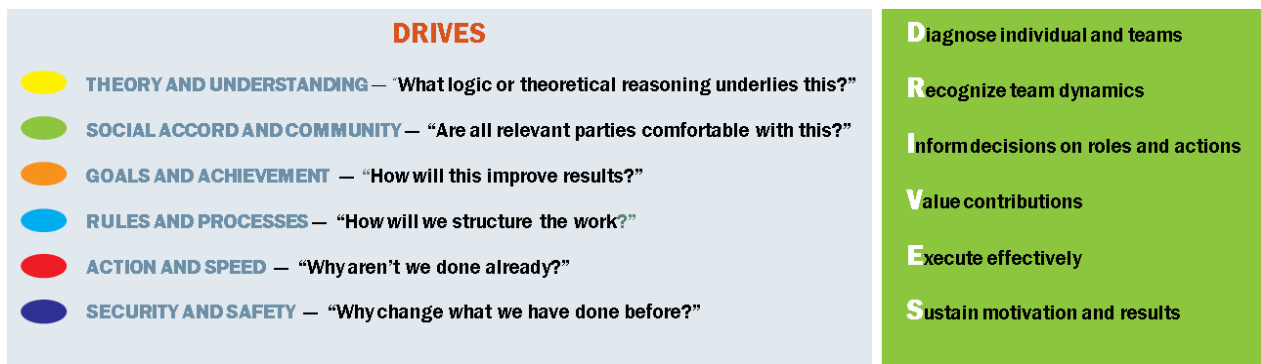
- Poor communication within or across teams
- Lack of understanding or appreciation of each team
- member’s skills and values
- Limited time to norm and to learn how to work together efficiently
- Inability to live up to its potential or demonstrate results

THE SATORI SOLUTION

Values@Work™ informs Satori’s approach to managing the human elements throughout a project’s life cycle. It is based on the theory that every individual is motivated by their own value systems or drives.

Identifying these drives provides insight into how individuals will be a powerful addition to other tools and techniques used to manage teams.

Consider the following example. When confronted with a task, an individual will ask a question based on their predominant drive:



BENEFITS

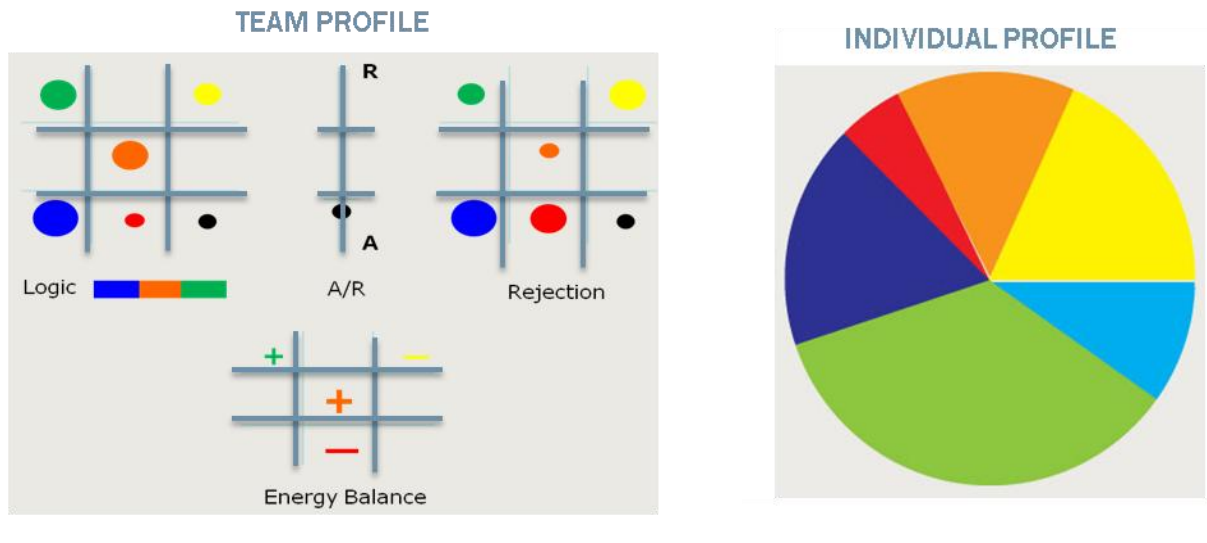
In addition to being a key component of our organizational effectiveness services, Values@Work draws upon Satori’s program and project management experience and communication expertise to:

- Increase team productivity and improve quality by identifying measures to keep team members motivated throughout the project lifecycle and aligning individuals’ values and motivation to the proper role
- Maximize project delivery efficiency and performance by reducing time spent on miscommunication, group norming and issue resolution

- Improve a manager’s effectiveness by tailoring communications with the team, stakeholders, clients and vendors
- Minimize execution risks by identifying each individual’s tendencies toward resistance to change, impulsive actions, focus on personal goals at the expense of others, slowness, analysis paralysis and manages these at the individual and team levels

THE TOOL

We utilize the Management Drives assessment to identify an individual's values profile. The assessment has been successfully field tested by more than 200,000 people in top multi-national and Fortune 500 companies. It has 20 questions and takes approximately 15 minutes to complete online. Individual and team profiles can be generated to identify values. By understanding each team member's drives, a manager can anticipate how each will typically think, act and react to different situations. With these insights, managers and team members better understand how to work with one another.



Results are explained in a half-day workshop designed to increase understanding of an individual's own profile and that of the team. Through a series of activities, participants will:

- Understand how every individual in the team will approach a task
- Determine whether an individual's drives are suited to the tasks of the team to optimize impact
- Identify potential communication issues in the team and ways to manage them
- Develop an action plan of how to work together as a team

At Satori Consulting, our mission is simple: to work side-by-side with clients to discover opportunities and solve problems. We strive to provide both comprehensive and expert service, mindful of every client's unique needs. Our team of highly-skilled management consultants brings a wealth of industry and functional experience to provide wide-ranging services in project and program management, risk management, change management, organizational effectiveness, strategy and advisory, business process engineering, performance management, and infrastructure and technology.



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