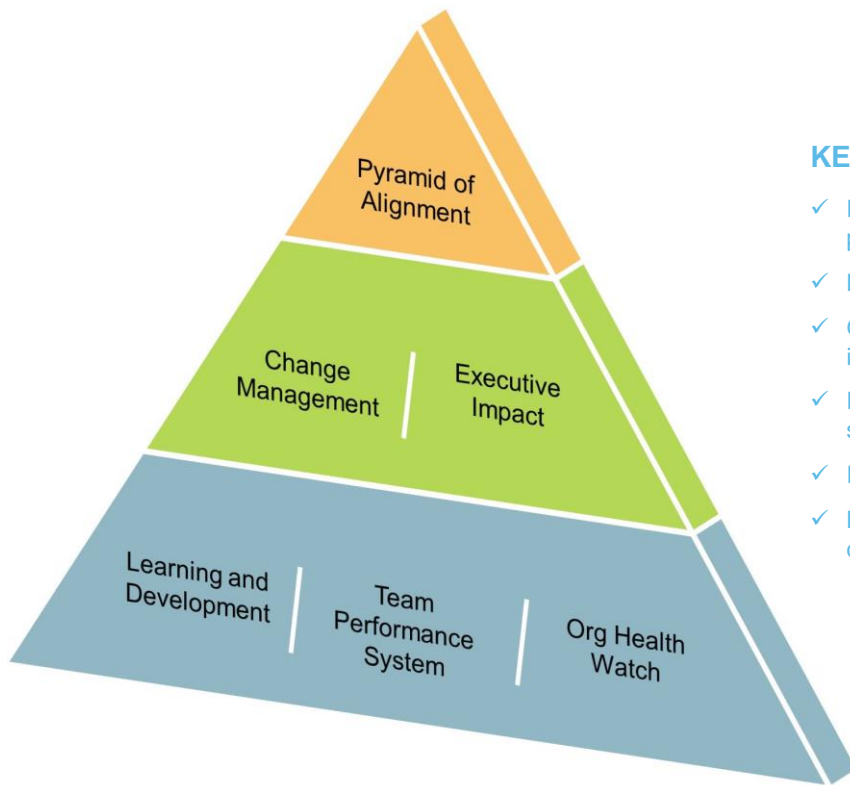


BUSINESS NEED

Most executives recognize that organization health and team performance are the greatest opportunity for competitive advantage. Still, most companies build and manage teams for a stable predictable work as opposed to sensing the talent needs and proactively preparing the teams to win in the “fluid” work environment.

In the remote-working paradigm, with high-speed market changes, it is imperative to pay extra attention to building cohesive teams to win. If you as an executive are struggling to meet goals or missing deadlines and have difficulty delegating, you likely have a misaligned team, and in some cases - the wrong team.

Clariem’s High-Performance Teams program equips you with a variety of coaching tools, performance accountability frameworks, team development approaches, and change management insights to nurture a healthy, high performing organization. These solutions deliver results time and again in changing business environments.



KEY BENEFITS

- ✓ Enable a high-performing team that is aligned, and proactive to address the changing needs
- ✓ Manage business changes confidently
- ✓ Get on-demand support to amplify your executive impact
- ✓ Enable an employee-driven career trajectory and a structured support to employees on career
- ✓ Implement a peer coaching system
- ✓ Maintain the org health capability to create a talent-driven organization that consistently delivers results

PROGRAM SCOPE

From HR to business operators, the needs for team development vary significantly. Although interconnected, the services are modular and enable you to build the context specific package.

This program helps:

- Build, track and nurture an org health capability (within a function or cross-functionally)
- Manage change for specific programs
- Provide advisory services for executive effectiveness
- Define learning and career progression strategy, enable the in-house academy
- Establish a coaching culture with improved accountability, communication and measurable outcomes

PROGRAM SERVICES AND VALUE BLOCKS

(to be customized for specific client engagements)

A Pyramid of Alignment

- ✓ Define clarity: strategy (why), team's plan (what and when) and accountabilities (who)
- ✓ Align on clarity: communication and engagement
- ✓ Maintain alignment: team's experience tracking

C Change Management

- ✓ Change strategy with client specific org health and org performance criteria
- ✓ Execution of the communication and engagement plans
- ✓ Process, technology adoption and effectiveness tracking

E Learning and Development

- ✓ Learning & talent development strategy
- ✓ Career paths, job mapping and curriculum development
- ✓ Learning content library, LMS infrastructure and training delivery

B Team Performance System

- ✓ Lean-agile work delivery system (Cadence: quarterly to weekly and daily)
- ✓ Continuous value realization
- ✓ Issue resolution and risk planning

D Executive Impact

- ✓ On demand training & coaching
- ✓ Peer coaching system design
- ✓ Executive playbook: Operationalize high-performance teams

F Organization Health Watch

- ✓ Capability definition: "Org health + org performance"
- ✓ Org health surveys, assessment tools and dashboards
- ✓ Org health oversight and maturity tracking

ABOUT CLARIEM PROGRAMS

Clariem programs are designed to fully transform a client's specific, high-priority business capability in 6 to 9 months and demonstrate the value-realization with our team's active engagement.

We have created these programs based on our experience with dozens of clients over the years, as the most effective engagement model, to help our progressive clients succeed. This model is based on the fundamental principle that both parties, the client and the consultant, have the same objective of building and adopting the solutions that truly meet client needs on an ongoing basis.

In this age of uncertainty and change, our programs provide clients with the flexibility to choose specific value blocks, as required. Additionally, the programs enable the continuity of value realization with ongoing access to thoughtfully organized knowledge assets and the consultants who understand the organizational context.



Let's Talk!

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For additional info: www.clariem.com

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