

Business Health Check **CULTURE & DEVELOPMENT**



Experienced SaunaGrow Mentors will determine the current status of your company culture and identify the upcoming growth challenges Your Business is expected to face with.

Mentors will prepare solid recommendations to achieve the expected organisational culture and to respond the development challenges, giving the possibility to quickly implement some of the proposed solutions and will offer assistance in implementation.

THE EXPECTED RESULTS OF THE PROCESS:

- It can be the basis for consultancy projects related to defining organisational culture and designing a path to achieve the goal
- It allows to obtain information on the necessary changes and to take immediate action for your business development
- It allows to verify employees' expectations and their level of identification with the company's values

The challenge is a bit like the structure of a sauna stove.

So what if there is a 'structure' of the stove if its heart, the stones, are not there?

Culture, or lack thereof, heats up the emotions in the Team.

This has to work in order for the heat to have a beneficial effect and not cause a deadly burnout.



PREMIUM



1
Current status
verification

- Understanding the vision, mission and values of the company.
- Business strategy and company objectives
- Organisational structure and human resources planning process
- Job descriptions and areas of responsibility
- Career paths
- Interviews with management and key employees
- HR tools in use

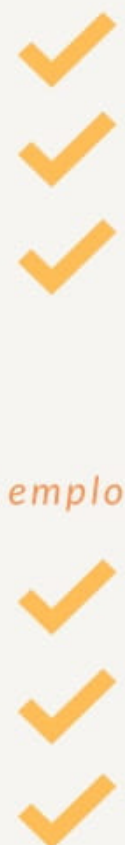


< 10 employees



2
Improvements
identification

- Analysis of recruitment and onboarding processes (including rotation)
- Analysis of communication processes and information workflows
- Employee satisfaction and engagement survey (including opinion about employer)
- Interviews with selected lower-level employees
- Analysis of managers' competences
- Analysis of training needs
- Analysis of remuneration, benefits and bonus systems (degree of budget utilisation, KPIs used, adequacy to goals)



< 10 employees



3
Report
preparation

- Presentation of identified areas for improvement
- Proposed recommendations
- Prioritization and benefits of the proposed solutions
- Implementation plan for recommended improvements
- Proposal of the implementation method



5 recommendations



4
Next step

As part of our continued co-operation, you will receive support from SaunaGrow's Experts in the particular improvements implementation

Business Health Check can be the beginning of a common path, leading to the growth and development of Your Business. Whatever are the needs of your growing business, our Mentors will be able to help on their own, or point you to the appropriate people from their extensive contact network.



Business Health Check of Company Culture and Development gives a number of benefits for Your Business

- Determining the character of the existing company culture
- Knowing the values, expectations and attitudes presented by the team members
- Determining the level of employees identification with the company values
- Determining the phase of your business development and the nearest expected challenges

€ 4 500

PREMIUM

all elements from the 'premium' column above including:
audit/report/recommendations/5 implementation proposals/engagement of
dedicated expert app. 60h. Implementation time: app. 20 working days

Dedicated Experts: Natalia Laskowska and Bolesław Drapella, more on www.saunagrow.com/mentors
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Bolesław Drapella

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