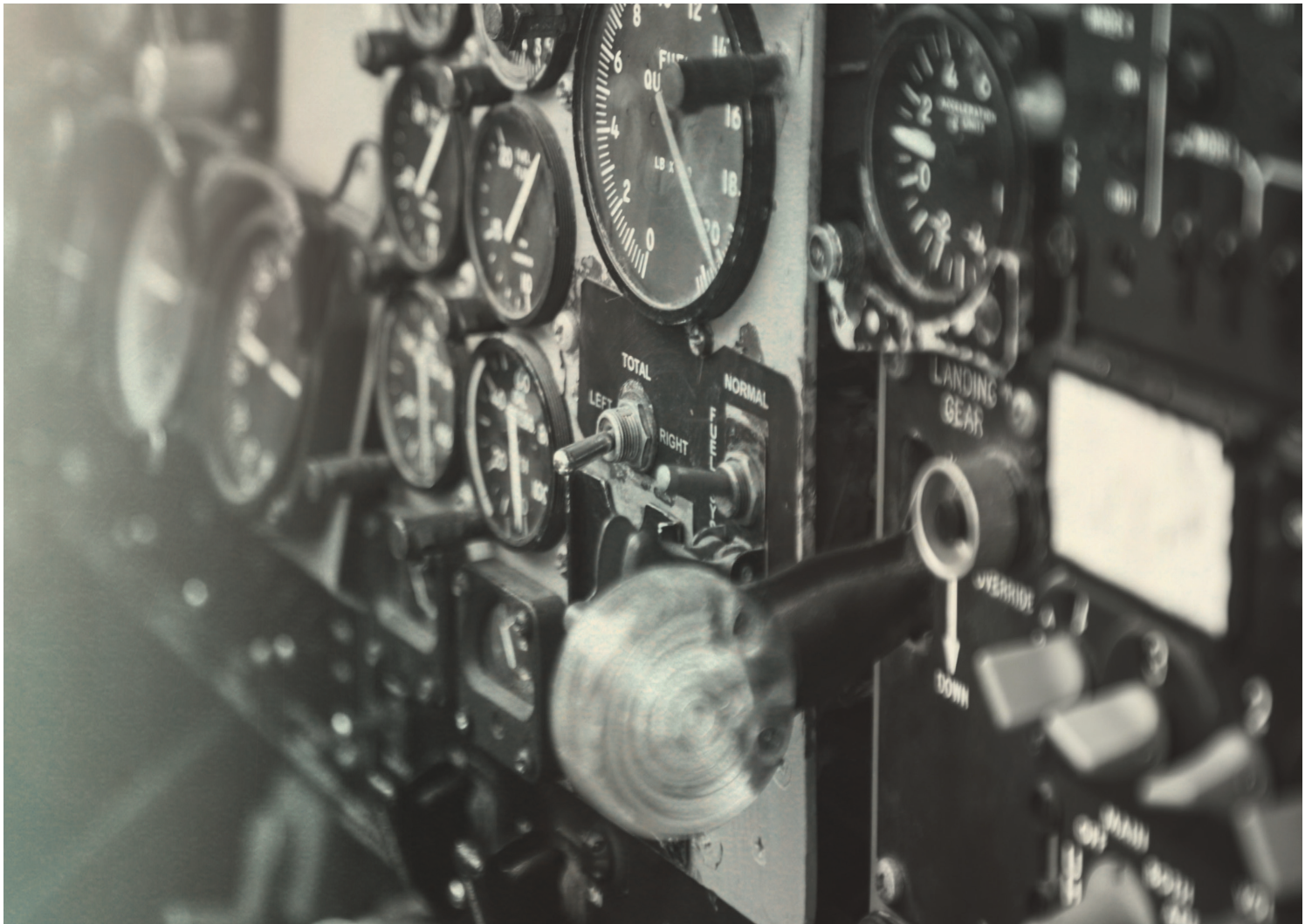


EAGLE'S FLIGHT

# DISCOVERY OVERVIEW



A 6-Step process to ensure the highest possible return on investment in the development of your people. Discovery quantitatively and qualitatively demonstrates where a shift in the behaviors of your people will have the greatest impact on your business.



# Discover → Optimize

## AN EAGLE'S FLIGHT DISCOVERY:



Defines where a shift in behaviors will optimize productivity



Creates a roadmap for Culture Transformation



Provides data-driven insight to confidently move forward on a plan of action

## PROCESS OVERVIEW:

1

### Define Outcome

- If we were to create a culture of (x) the benefit to the organization would be (insert objective)
- Develop tactics – composition of focus groups and interviews
- Create the communication plan

2

### Strategic Review

- Review relevant literature
- Understand business context
- Leverage complementary projects
- Analyze existing data – internal and external benchmarks

3

### Culture Benchmark

- Administer online Discovery Culture Survey
- Identify relevant data cuts

4

### Alignment

- Interview key stakeholders and executives
- Ensure common understanding around the business drivers of the initiative

5

### Experiential Focus Groups

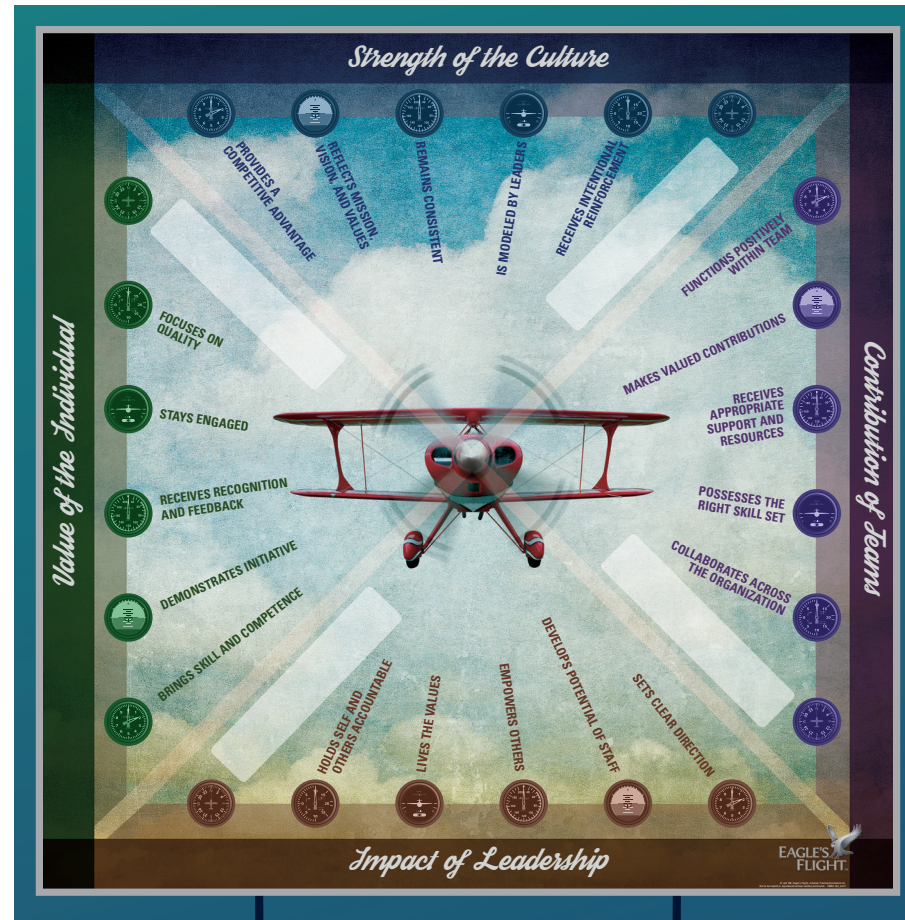
- Engage participants in a focus group experience that ensures actionable feedback

6

### Report: Presentation, Key Findings, and Next Steps

- Report on themes with both qualitative and quantitative data
- Reflect current culture and behaviors, and map the path to the desired culture
- Tactical plan with Gantt Chart

## ANALYSIS IS BASED ON THE 4 FACTORS OF HIGH PERFORMANCE ORGANIZATIONS



QUALITATIVE DATA

QUANTITATIVE DATA

HIGH PERFORMANCE BENCHMARKS

CURRENT STATE

DESIRED STATE

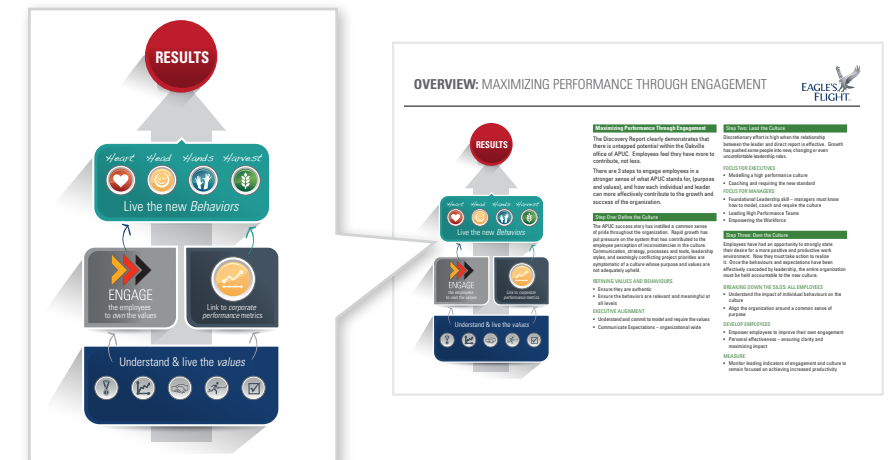
## REPORT:

30 pages of insights provide transparency on the data and recommendations.



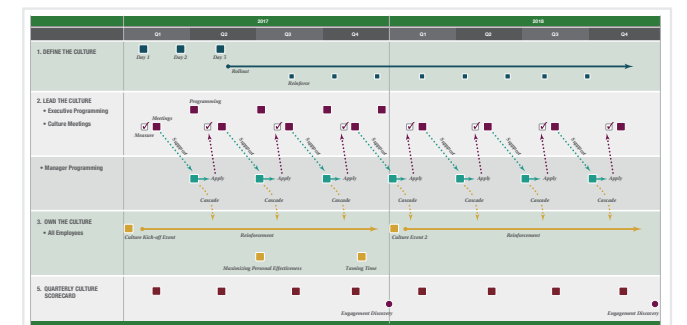
## PRESENTATION:

Proposed Solution



Tactical Plan

- Content
- Reinforcement
- Measurement
- Sustainability



## FAQS

### What differentiates your Discovery process from others?

Eagle's Flight specializes in Experiential Learning. We provide our clients a better outcome by truly engaging the learner. We use this same process to collect more reliable data and insights from our Discovery participants.

### What are the 4 Factors of High Performance Organizations based upon?

Experience and assessment. For over 25 years we have delivered on training and business outcomes for our clients, developed competencies and behavioral models, and executed thousands of surveys and multi rater assessments across all industries. The Discovery structure is based on our codification of high performance.

### What can my organization do to maximize efficiency?

Work with us to identify the right people to talk to and provide us access to strategic literature. Working with us to organize calendars is also a significant timesaver.

### Can we use internal staff to work with you on the Discovery?

It depends on the objective and the current state of the culture, but in principle the answer is yes. We will need to discuss implications on the quality of feedback we will receive.

### Will your recommendations be Eagle's Flight programs?

The *recommendations* are provided in a way that they could be executed upon by your organization. The Eagle's Flight solution is separate and provided within the context of "if you were to ask for our help with these recommendations, here is what we would do."

### How difficult is it to manage the reaction to the results?

We are 100% confident in our process and the data. The power of this report is that the results can't be challenged. It is a true reflection of what your people said about your organization.

We put a great deal of care into unpacking this data in a clear and respectful manner. What we heard, what we found, what the data tells us are always paired with a recommended action.

### Aren't the problems with most organizations similar?

The "labels" people use to describe what is going on across organizations can be quite similar. Silos, accountability, team work, etc. The root causes are almost always unique and not readily available at the surface.

### Why should I invest in Discovery?

On one hand, it is an insurance policy to make sure you are focusing on the right things, creating a solid business case to move forward on your plan. On the other hand, you could end up with a completely different approach that will already have momentum behind it.

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## TYPICAL PROJECT OVERVIEW

**Duration:** 6 weeks

**Interviews:** Ten 90 minute interviews

**Discovery Survey:** 25 questions, online with up to three data cuts

**Focus Groups:** Three sessions with up to 25 participants

**Report:** 20 – 30 pages plus survey data

**Presentation:** Executive Summary and Communication to organization

**Solution:** Level specific: measurement; reinforcement; sustainability; content; tactical plan

*\*Organizational structure and geography may require additional interviews and focus groups*



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