

Firm Climate Workshop

DEFINING PURPOSE | IMPROVING PROCESSES | DEVELOPING PEOPLE

The Objective of a Firm Climate Workshop

The focus of the Firm Climate Workshop is to provide a positive forum for partners, managers and all team members to offer constructive feedback and solutions to improve the culture, creativity and enthusiasm within your firm.

➤ *Create a platform for improved leadership, communication and confidence which leads to improved enthusiasm and creativity.*

➤ *Identify the key challenges impacting on total job satisfaction at the Partner, Manager and Team levels*

➤ *Review and assess your current work environment and the commitment of your team to your purpose.*

A major challenge for you is knowing where to start and how to nurture your team to reach their maximum potential through working together to improve overall performance of your firm.

The purpose of the Firm Climate Workshop is to:

- Identify and define the challenges within your firm culture
- Measure your team's **current** rating on firm climate and working environment
- Define overall improvement targets
- Create **solutions** to fill the 'gap' between 'now' and targets

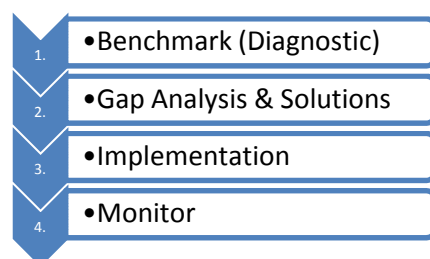
To measure the **current** climate of your firm, businessfitness™ has designed a single benchmark measure, the '**Climate Factor™**'. It consists of components representing partners, managers and team feedback providing a complete firm culture rating out of 100. This consequently provides you a foundation for continuous improvement.



The Firm Climate Process

The Firm Climate Workshop process has been specifically designed and structured to review and assess your current work environment and the commitment of your team to your purpose. The outcome of the assessment will be a series of prioritised recommendations targeting areas you can work on to achieve results from your team, including a manageable list of priority actions delivering immediate benefits if implemented.

The Firm Climate Workshop is an onsite review of the core areas affecting your team and their environment. As with all businessfitness workshops we apply our consistent approach of;



The Climate Factor™

The Climate Factor™ is a single benchmark figure which captures the climate of your firm and culture of your team. The Climate Factor™ addresses issues, attitudes and skill sets that are not normally measured in a traditional way within a professional firm.

So how is The Climate Factor™ calculated?

The Climate Factor™ is comprised of a number of qualitative indexes. It is based on surveying your team in a number of fundamental areas and then applying a weighting to the index which calculates a total score out of 100. The Climate Factor™ provides a foundation from which to start the process of continuous improvement of your team's morale, enthusiasm, creativity and general workplace satisfaction.

Continued next page...

The Climate Factor™ incorporates capacity for change in the following key areas;

Partners

- Personal Satisfaction
- Firm Satisfaction
- Clarity of Firm Vision and Objectives
- Communication of Vision and Objectives

Managers

- The Attributes of a Manager
- The Roles and Responsibilities of a Manager
- Manager Morale/Satisfaction Index

Team

- Team Morale/Satisfaction Index
- The Role and Expectations
- Skill Development and Training Plans

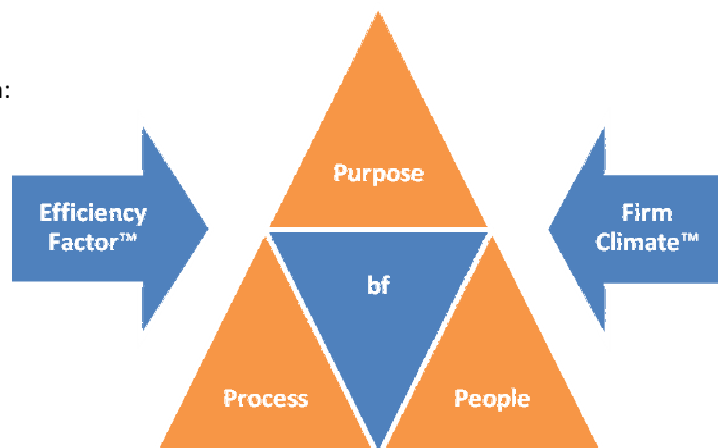
Other areas the Climate Factor™ takes into account include skill development plans, recognition of achievement, working conditions, type of work and clients and career paths.

The businessfitness™ Difference

Learn from our extensive experience working with high achieving professional services firms to define their purpose, improve processes (Efficiency Factor™) and develop their people (Climate Factor™).

Our approach is to provide not only the solutions but also the tools to assist you improve the culture and climate of your firm. We solicit feedback from partners and all team members, prioritise key actions and deliver tools to implement.

Our unique focus is the relationship between:



The Benefits of the Firm Climate Workshop

The benefits of participating in a Firm Climate Workshop include;

- a) Identification of the key challenges impacting on team morale, total job satisfaction at the Partner, Manager and Team levels
- b) Capacity to monitor changes in your Climate Factor™
- c) A detailed action plan to address top prioritised issues impacting on team morale, confidence and creativity
- d) Introduction of training and development skills plans
- e) Clearer understanding of relationship between the Climate Factor™ and;
 - Partner Morale
 - Leadership
 - Firm Direction
 - Communication
- f) Identification of proactive and positive team members willing to overcome “not part of my job” syndrome. i.e. Winners of the Future
- g) Platform for improved leadership, communication and confidence which leads to improved enthusiasm and creativity. Potential benefits flowing from this includes lower absenteeism, lower staff turnover and recruitment costs, increased clients and new team member referrals
- h) Better utilisation of tools and resources in HowNow® to achieve benefits of improved Efficiency Factor and Climate Factor™

Optional Firm Climate Factor Monitoring

An optional module is available to monitor your on-going Climate Factor™. The team at businessfitness™ will discuss this with you based on your specific needs.

Your Next Steps...

To organise a Firm Climate Workshop or for more information please contact;

businessfitness™

Brad Geelan – Ph: 0409 653 617

Email – brad.geelan@businessfitness.net

