



Company Culture Health Check

ROMAN 3 Operations

Why a Company Culture Health Check-Up (CCHC)

Mitigate Risks of Gradual Onset Psychological Injuries: Gradual Onset Psychological Injuries can lead to increased absenteeism, decreased productivity, and higher turnover rates. By assessing the health of your company's culture, you can identify the warning signs early and implement targeted strategies to mitigate these risks.

Long-Term Productivity and Profitability: A healthy company culture is not just about avoiding problems; it's about creating an environment where employees can thrive. Addressing cultural issues at their core leads to higher employee engagement, better retention, and improved overall performance, ultimately contributing to the company's long-term success.

Proactive Prevention: Traditional approaches often address the symptoms of workplace issues, such as stress and burnout, through reactive measures like wellness programs or anti-bullying policies. While important, these interventions often fail to address the underlying cultural issues that perpetuate these problems. A Company Culture Health Check dives deeper into identifying and resolving these root causes, preventing issues before they escalate into more significant psychological injuries.





Process: Step 1

People and Culture Check-up

What It Is: A reflective interview assessment with the leadership team to gauge their perception of the current culture.

Why It Matters: This provides a benchmark for how leadership views the company culture, helping to align their perceptions with the actual employee experience.

Process: Step 2

Company Documentation Review

What It Is: An in-depth analysis of existing company documentation, including exit interviews, policy manuals, employee survey data, performance reviews, and grievances.

Why It Matters: This review uncovers trends and risks within the company's cultural framework that may contribute to psychological injuries.

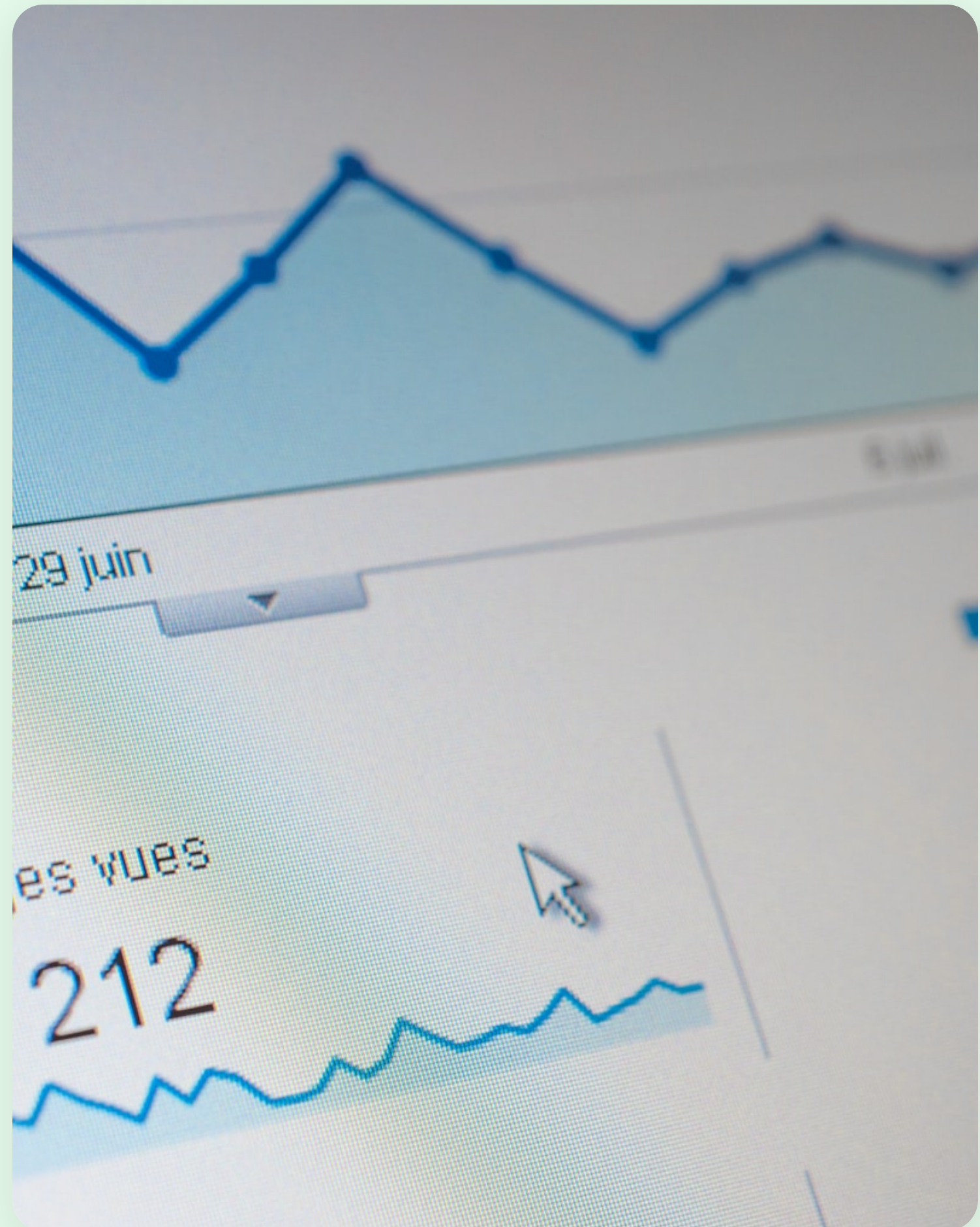


Process: Step 3

Quantitative Surveys

What It Is: Tailored surveys for both employees and managers to collect quantitative data on areas of risk and cultural health.

Why It Matters: These surveys provide a clear, data-driven picture of the company's cultural strengths and weaknesses, validating the findings from the documentation review.



Report and Recommendations

What It Is:

An easy-to-follow assessment of your company's cultural health based on the entire diagnostic process. It includes a detailed evaluation of strengths, risks, and tailored actions to improve workplace culture.

Why It Matters:

This document is essential for guiding strategic changes that address the root causes of cultural issues. By implementing the recommendations, you can mitigate risks, reduce psychological injuries, and build a stronger, more resilient organization.

Cost

Price for the Company Culture Health Check

\$4,950 + HST (For CPHR Members)

\$5,500 + HST (Non-Members)

- **Proactive Risk Mitigation:** Avoid costly psychological injuries and legal liabilities.
- **Informed Decision-Making:** Data-driven insights that support strategic business decisions.
- **Long-Term Profitability:** Foster a healthier, more productive workforce that drives sustained success.

Investing in the Company Culture Health Check is an investment in your company's most valuable asset—its people. The return? A stronger, more resilient organization positioned for long-term success.

Next Step

1. Book a Call

[Click Here](#) to book a free consultation

2. Confirm Agreement

Review and approve the proposal

3. Kickoff the Company Culture Health Check

Begin the 3-step diagnostic process.

Work with [Roman 3](#) to take the first step towards building a healthier, more productive company culture.