

# The Roman 3 Advantage



## Workplace Culture Diagnostics

Make data-driven decisions by following our Diagnostic Tools and Process. We will build your internal capacity to investigate and resolve workforce challenges limiting your operational efficiency.



## Embedded Fractional HR

Need a seasoned, strategic advisor as your company navigates a myriad of workforce challenges? Whether you need a CHRO, CPO, or HRBP let Roman 3 facilitate the people side of productivity.



## Workplace Culture Solutions

Already know where you need to focus? Our Workplace Culture Solutions are your answer to securing your talent pipeline, employee performance, retaining top talent, employer branding, and more.

### *Do you know what's limiting your organizational efficiency?*

Regardless of your starting point, our team brings a wealth of knowledge on a wide range of topics including strategic frameworks, outreach and communications, organizational culture, employee experience, and all the training and tools to help achieve your goals. Our depth of knowledge and expertise allows you to leverage valuable skills and experience that far exceed standard Human Resources activities.

Organizational Efficiency is the lifeblood of our company. We engage in projects that will have a significant impact on the organizations we serve, and we are committed to the goal of **internal scalability**. This can only happen through evidence-based People and Culture investigations, building a strong organizational culture, and valuing the connection between the employee experience and employee performance.

We are recognized as experts and thought leaders on all things People and Culture. We routinely provide training and learning resources to *Chartered Professionals in Human Resources (CPHR)* associations across Canada, as well as the *Society for Human Resource Management (SHRM)* in the United States. We license our training resources to national industry associations and certify HR professionals and managers in organizational change management and workplace culture investigations.

*Not sure where to start?* Our Diagnostic Solutions allow your team to build the capacity and knowledge in-house to investigate and understand how your workplace culture is limiting organizational efficiency. We provide the tools, training, and support to ensure you can make data-driven decisions whether you're dealing with high employee turnover; poor performance and motivation; or struggle to attract and retain talent.

*The world changed in 2020, our tools, training, and resources are designed to help you thrive in this new world!*

## **Our Diagnostic Tools**

To effectively investigate your organization and its culture, Roman 3 has developed 5 different levels of diagnostic tools that assess an organization's culture, environment, and structure. These tools range from high-level assessments to verify how leaders and managers feel the organization is operating, all the way to detailed, intense investigations that audit the elements that impact organizational culture and employee performance.

***Vulnerability Assessments*** provide managers with warning signs of problematic issues that cause common problems, like employee turnover, disengagement, and burnout.

***Verification Assessments*** validate the organization's current views of how their organization is meeting the needs of employees and providing an environment to optimize their performance.

***Indicator Assessments*** investigate an organization's policies, daily practices, and perceptions of the workplace to indicate where problematic trends may lie.

***Risk Assessments*** collect intelligence on how the organization operates and identify the areas of risk for situations that limit employee performance and hurt the reputation and productivity of the organization.

***Audit Assessments*** do a very deep dive into how an organization operates. We look at all aspects of your workplace culture and employee experience with a microscope to identify where the biggest areas of concern exist.

## **Our Methodology**

These assessments are delivered to your organization through a combination of training and coaching of your current leadership and/or HR teams. Our goal is to build the internal capacity of your organization to make data-driven decisions about how best to address your immediate concerns and stay on top of problematic areas in the long term.

## **Benefits to Coaches, Consultants, and HR Professionals**

- Learn how workplace cultures are built through a systematic framework.
- Identify the causal relationship between workplace culture and organizational efficiency.
- Learn how to investigate, articulate, and resolve challenges related to workplace culture.
- Uncover the root cause of key pain points such as team performance and organizational productivity
- *Coaches and Consultants*: extend the lifetime customer value for each client by developing a robust set of investigative tools that offer data-driven strategies.
- *HR Professionals*: set yourselves apart by showcasing the business case and financial impact workplace culture has on organizational efficiency.

## **Learn more about Roman 3**

- Website: <https://www.roman3.ca/>
- Podcast: [Diagnosing The Workplace: Not Just An HR Podcast](#)
- YouTube: [Solutions Explained by Roman 3](#)
- Knowledge Suite: <https://academy.roman3.ca/knowledge-suite/>