

Culture Approach

FACTSHEET

The relationships within an organisation significantly impact performance, financial outcomes, business objectives, and the mental well-being of employees. These relationships are the determining factor between sustained exceptional performance and mediocre results. High-performing teams surpass individual contributions by fostering trust, adaptability, solution-oriented mindsets, and a shift from "me" to "we" thinking. Suboptimal team performance can adversely affect the broader organisational culture.

Therefore, our culture approach enhances high-performing relationships through an evidence-based system that empowers individuals and fosters ownership. Based on our experience with over 500 companies and elite sporting clubs, we employ an Awareness-Acceptance-Action method to clarify performance objectives.

Awareness

Our psychologists assess the client's current position within their environment and work towards formulating clear long-term goals based on the client's desired outcomes. We work with clients to gain insight into the factors that have shaped their current situation and assess the impact of their approach and emotional skills on their progress towards achieving their goals.

Acceptance

In this stage, clients gain clarity by challenging their perceptions and taking ownership of their methods. They establish higher standards, monitored for accountability. To ensure holistic analysis, an action plan is developed in partnership, where Veretis and the client identify potential challenges and solutions.

Action

The final stage involves the implementation of a growth strategy focused on long-term change. The Veretis team will guide the development of this action plan, while the ultimate responsibility and ownership lie with the client. This approach fosters accountability and enables the client to achieve their own success.

Benefits

Research from Human Synergistics shows that teams with constructive as opposed to defensive cultures are 96% more effective when working together, are 60% less likely to waste time and increase the quality of solutions by 69%.

- Increase in key organisational performance metrics
- Higher employee motivation
- Enhanced organisational brand, attracting high-performing employees
- Improved quality of products and services
- Creating processes that enable sustainable culture enhancement and growth

Our method has been evident to improve cohesion, constructive norms and behaviours, enhance self-awareness, align purpose and direction, build resilient team leadership, and enhance team effectiveness in a sustainable manner.

Real Results

The culture evolution program has proven to be helpful to individuals and organisations as evident below.

Employee experience:

- 26% higher satisfaction
- 32% increase in motivation
- 19% greater role clarity
- 26% less stress intention

Team experience:

- 28% increase in teamwork
- 30% increase in inter-unit coordination
- 25% increase in quality of products/services

Organisation experience:

- 32% increase in organisational-level quality
- 32% increase in external adaptability



Get In Contact Today

For more information visit veretis.com.au or contact our team at (02) 9929 8515 or info@veretis.com.au

