



CULTURAL ASSESSMENT

Going From Great To Greater

Holistic HR Solutions



Building A Culture Of Honor

A Culture of Honor is one in which individuals feel like they are valued members within a community of contributors to the mission, well being, and sustainability of that cause.

Our 14 week Cultural Assessment will lead to
3 Transformational Outcomes:



IDENTIFICATION AND ESTABLISHMENT OF GOALS

A meticulous examination of where you are and where you want to be. This includes creating an action plan.



IMPLEMENTATION OF ACTION PLAN

We facilitate in partnership with you to bring this plan to life.



MEASURE RESULTS

Throughout the entire process, we are gauging the success of the plan. This includes pre and post survey assessments.



Outcome #1

Identification and Establishment of Goals

For the first 4 weeks, we will perform surveys, interviews, and culture walks to determine if your culture is, Collaborative, Competitive, Creative, Controlled, or a mixture of more than one. This will set you on a trajectory to establish the preferred culture.

Questions Answered By Identifying What Type Of Culture You Have

- What is the dominant culture?
- What makes your current culture strong?
- What is the strength of the desired culture?
- What are the implicit and explicit beliefs of your organization?
- Is your organization committed to a stability or flexibility model?
- What is the preferred culture of the organization?





Outcome #2 | Implementation of Action Plan

Over 10 weeks, we will begin the process implementing the preferred culture. Through our online courses, seminars/webinars, and the creation of change agent groups, your organization will be equipped to build a cultural model that will be sustainable for years to come.

Our 10 Week Curriculum

Week 1 - What Is Culture? - Learning to engage intellectually, emotionally, and practically.

Week 2 - Inclusive Language - Practical strategies that equip us to be more honorable.

Week 3 - The Greater Calling Of DEI - Becoming an advocate for one another.

Week 4 - The Components Of Culture - Developing interaction inside a positive culture.

Week 5 - Compassionate Communication - Building trust within your positive culture.

Week 6 - Preparation - Overcoming obstacles to confidence.

Week 7 - Embracing Authenticity - Being the best version of yourself.

Week 8 - Practical Wellness - Respecting the rhythm of life.

Week 9 - Assertive Communication - Navigating tough conversations with grace.

Week 10 - Change Agent Groups - Building off of the momentum of your positive culture.



Equipped Trainings is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®. This curriculum can be accredited towards accruing these credits.



Outcome #3

Measuring Results

For the final 4 weeks, we will perform our final surveys and interviews to measure progress and provoke sustainable growth.

Sample Survey Questions

- What changes have you personally observed within yourself during this assessment?
- Name 5 key takeaways that you've gathered from curriculum
- Now that there is agreement on the organizations preferred culture, what role will you plan in establishing this new preferred culture?
- What behaviors will you begin putting into practice?





Deliverables Include:



Live SHRM Certified Seminars & Webinars

Whole day, half day, or one hour trainings on each topic that includes critical thinking exercises, and empathetic Q&A.



Online Course Support

Designed to assist the seminars & webinars trainings, these engaging and interactive courses include quizzes, interactive checks, and short videos on each topic.



Direct Support

Our team will partner with you hand in hand to help implement DEI into the culture of your organization. One-On-One DEI coaching is also available.



CERTIFICATIONS



NAICS CODES

611430	Prof. & Management Development Training
541612	HR Consulting Services
923130	Administration of HR Programs
541720	Educational Curriculum Development Services
611710	Educational Support Services

CONTACT INFO



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Who We Are

Equipped is a holistic HR solutions enterprise that focuses on individual internal development. We provide Professional & Organizational Development with wholeness at the center. Why Wholeness? We believe people who are whole have the ability to embrace authenticity. A culture that is authentic is one that is equipped for accelerated growth. Our approach is one that Values, Embraces, and Celebrates all, never "Us vs. Them."

Our Solutions

Diversity, Equity, & Inclusion Implementation

For Corporations, Organizations and School Districts

- DEI Seminars & Webinars
- Listening & Learning Circles + Healing Circles
- DEI Event Facilitation
- One-On-One Coaching Support
- Online Course Support

Leadership & Management Mastery DEI Academy

Taking Leaders From Great To Greater

- DEI Leadership Training
- Racial Equity & Bias One-On-One Executive Coaching
- Top Talent Development
- Online Course Support

Customized Solutions

Meeting Your Specific Needs

- Cultural Assessments
- Custom Online Course Creation
- Individualized DEI Implementation

Online Course Library



A plethora of 3-5 minute videos, filled with engaging and interactive "Snackable" content.

Accessible in our LMS or for Individual use with translations available for 10+ Languages.

Courses Include:

- Diversity & Inclusion in the Workplace
- Effective Communication & Healthy Communication
- Equity & Bias
- Practical Wellness
- Anti-Harassment & Anti-Discrimination
- And many more...