



## EmployeeConnect™

EmployeeConnect brings team members together to envision the future of the organization, define the ideal work environment, shape their roles and begin to establish goals and objectives.

Through the power of collaboration and conversation, each individual's inherent wisdom and knowledge is tapped to create new possibilities and allow unseen connections and insights to emerge – all captured in a holistic way that builds clarity and shared understanding.

### Phase 1 - Organizational Assessment

Phase 1 creates a foundation for all future sessions. We will conduct qualitative interviews to assess the current culture – the attitudes, behaviors, values and characteristics of your organization.

*Following this assessment, next steps may include:*

### Phase 2 - EmployeeConnect

Phase 2 is designed to build motivation, focus and commitment. Specifically, employees work together to envision the future of the organization, define the ideal work environment, define “how we will work together,” define roles and begin to set goals and objectives.

### Phase 3 - StrategyConnect™

Phase 3 focuses on both personal intention setting and organizational strategic planning resulting in a compelling vision about which everyone is excited and passionate. The vision is visited from a series of time frames and contexts which are consistent with the organization's work. The developing plans are both stretching and reachable and reflect the principles, language and core values of the creators.

Outcomes of this session are developed to support your organization's evolution towards its vision and to support immediate work toward accomplishing goals. Specific outcomes may include graphic story maps, personal action plans, project gameplans, responsibility charts and timelines.

### Phase 4 – On-Going Sessions – held every 2-3 months.

Ah Ha! designs these sessions to meet the ongoing needs of your growing and evolving organization. Ah Ha! facilitates the sessions or provides coaching to facilitators within your organization.

Sessions include re-visiting strategic and tactical game plans developed over the first 3 phases of this work ensuring progress and alignment with the principles and values of the organization.

Sessions also provide opportunities to bring the newest members of the organization on board sustaining a high performance team through orientation, trust building, and goal and role clarification.

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**CONNECT CREATE TRANSFORM**