

the GROVE & CO

Culture Book

The World Has Changed.

People seek meaningful careers
where they work with purpose-driven companies.



Cultivating organisational culture is not what it used to be.
With remote & hybrid work models, modern-day solutions are non-negotiable.

If you're struggling to navigate the complexities of HR management & culture building in today's workforce... It's time to re-imagine your strategy.

It's time to create a company culture, where your people thrive & your business flourishes.

Thankfully, we exist to help you do it.
You can rest easy now!

Change through Coaching

A connected leader possesses a balanced and grounded nature. They emanate effective listening skills and make better decisions that positively impact people, opportunities and results.

Leveraging talent is a key strategy for organisations to achieve their goals and drive success. By identifying and utilising the unique skills and abilities of each employee, you maximise the potential of your teams and optimise performance.



Our coaching methods & modalities

We use a range of coaching tools to help you and your leaders cultivate self-awareness, confidence and peak performance.

We measure the ROI of all of our coaching programs and use a range of certified assessment tools including: Advanced iEQ9 Enneagram, Leadership Circle 360, Korn Ferry's range of assessments, LSI + more. To learn more about these [click here](#).

Choose Your Coaching Pathway

Executive Coaching

Leadership coaching helps high performers cultivate greater self-awareness & an in-depth understanding of what facilitates the greatest version of themselves. This results in increased performance & overall business results. We work 1:1 for a minimum of 6 months with clients to achieve lasting transformations in the areas they require support.

Individual coaching

Empower your team to reach their full potential with coaching - unlock hidden talents, foster growth & boost productivity. Coaching builds trust, open communication & creates a culture of growth. Coaching empowers employees to achieve new heights of performance & fulfilment creating a win-win all.

Career Transition & Outplacement Training

Navigating change can be unsettling. A coach can help to rebuild confidence & empower the individual for their next step. We work 1:1 with people to identify strengths, skills, & career goals & develop a plan forward. We also assist companies & support former employees transition into their next opportunity.

1:1 Wellness Sessions

We're passionate about holistic coaching where the whole person is considered. We strongly encourage 1:1 sessions with our Wellness Coach as part of all of our coaching engagements. Includes recommendations on nutrition, exercise & mindfulness practices & is tailored to the individual.

[INQUIRE ABOUT COACHING WITH US HERE](#)

Your Leadership Mindset Matters

Insight Into Organisational Success



23%

Team performance fell when leaders were perceived as having low resilience.



29%

Teams exhibited lower agility under leaders with low cognitive agility.



23%

Team innovation declined with leaders lacking strategic thinking.



20%

Leaders with low emotional regulation lost the trust of their coworkers.

When we know better, we must consciously choose to do better.

REACH OUT TODAY

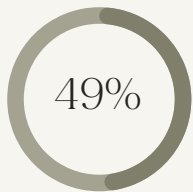
Culture Building

“Whatever business you’re in, you’re in the people business.” – Rhonda Allen, Founder The Grove & Co.

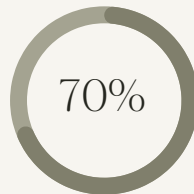
Hoping to attract and retain top talent? Ready to cultivate innovation and collaboration? Business results will flow when you have a connected company culture.

Here’s why it matters.

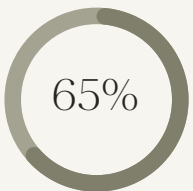
Company culture relates to the shared values, beliefs, and practices that shape an organisation’s identity and guide its behaviour. A strong company culture has a significant impact on employee engagement, fulfilment, and performance. It’s also the secret to nurturing belonging and purpose for employees.



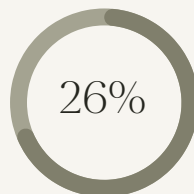
Employees would be willing to take a lower-paying job for a better culture



Professionals would not work at a leading company if they had to tolerate a bad workplace culture



Employees would be willing to take a lower-paying job for a better culture



People would rather forgo a fancy title

Our People & Culture Consulting

Engaging People & Culture consultants (like us) to help your organisation thrive is a great place to start. We offer People & HR Programs which adopt a holistic approach to understanding where your company is at and where you'd love it to be.

Our team of specialists will help you

1. Review, iterate & re-define your Purpose, Vision & Mission.
2. Align your roots (values) with all of your organisation's operations.
3. Cultivate HR solutions to support culture building & business strategy.



The areas we help you cultivate purpose-driven people practices include:

Culture & Employee Experience Design

Strategic Organisational Design

Talent Attraction & Retention

Compensation & Benefits Design

Change Management

Leadership & Professional Development

Diversity, Equity & Inclusion

Ready to build a purpose-driven culture?

Chat to us about our consulting service & let's design the
People & Culture solutions that your team needs.

Outsourced HR

Play to your strengths, we'll play to ours.
We give you peace of mind & take care of your HR.

How our Outsourced HR solutions can help your people rise.

You can't be in all places at the same time, yet there are many moving parts within every organisation. How do you get your teams to operate synergistically?

Leverage your talent and outsource the rest to us!

Talent Aquisition

Recruitment Process, Position Descriptions, Assessment & Selection Criteria Tools, Reference Checks, Background Checks

Talent Management

Performance Assessment and Management, High Potential Identification, Succession Planning, Performance Management & Appraisal, HR planning including Restructuring

Growth & Development

Employee Training on a range of Topics: Courageous Conversations, Emotional Intelligence, Communication

Employee Relations & Compliance

Policies & Procedures, Employee Management including Disciplinary, Investigations, Terminations, Health & Safety

People Operations

Employee Engagement Pulse Checks, Employee Surveys, Communications, Compensation & Benefits, Reward & Recognition, Wellbeing

90% of professionals
conduct research on a
company's culture
before accepting a role.

Source: Robert Walters

Every day you wait on making the necessary changes
towards building a courageous culture, you:

Miss out on attracting the best talent for your business.

Fail to cultivate better performance from the people you do have.

Leave opportunities and revenue behind.

Don't miss out on growing your
people & company exponentially.

WE CAN HELP. ACT NOW

