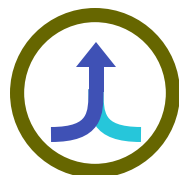
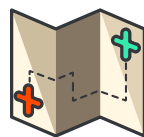


# Example of an LWCA engagement

*LWCA designs, facilitates, and reinforces measurable development programs that move leaders and managers from blind spots to action.*



**Client has just completed an acquisition and needs to integrate the two cultures -- quickly and intentionally**



- LWCA meets with integration leaders to understand their objectives and define what success looks like
- LWCA develops a plan to improve communication, teamwork and productivity between and among employees in 3-5 months
- Each employee will complete an Everything DiSC assessment
- Engagement Multiplier (EM) will be used to measure the impact of the plan
- To ensure DiSC and EM "stick," bi-monthly training on using DiSC and EM in the workplace will be offered



- Single point of contacts at client and LWCA appointed
- Client provides LWCA with names and email addresses of employees
- Employees are assigned to groups for tracking progress - acquired and acquiring company, department, office, level, tenure, etc.
- LWCA then administers the process of assessing all the employees, including reminders to non-respondents
- Assessment process takes two weeks



- Employees opt into the MyEverything DiSC app and their personal EM dashboards
- LWCA facilitates sessions with leaders and employees on interpreting and using their DiSC and EM results
- Employees run DiSC comparison reports from the app between themselves and their direct reports, boss, and teammates
- Employees meet with their direct reports, boss, and teammates to compare their DiSC styles.
- Each meeting lasts 30 minutes



- Working with LWCA, leaders choose three focus areas for improving engagement
- Plans for each focus area are developed, shared with employees, and implemented
- Each quarter, LWCA reassesses progress by deploying an EM survey
- Survey results are shared up, down, and across the company
- Action plans are fine tuned, new focus areas are selected, etc.