



humanworks

Work brought to life. Life brought to work.



If you're reading this message, you're considering an investment in your people. Perhaps you've identified a challenge your business is facing, or perhaps you're looking for a way to build upon something good and make it great. Either way, we're grateful to connect with someone who believes that everything starts with people.

We believe in people. We champion people. We celebrate the fact that no two of us are alike and wonder at the spectacular qualities every human being shares. But most importantly, like you, we are eager to uncover the very best in each person and help them to thrive in their work and in their life. Your people are the key to your business' success, and we believe any investment that helps you recognize and value your people's unique talents, perspectives and natural instincts will help your business breathe, grow and thrive.

It is in that relationship, between people and their work, that we stake our claim as experts. We have learned that bringing work to life can only happen when people are invited and supported in bringing their life to work. From their experiences to their aspirations - from their gut instincts to their wildest ideas.

We're ready to show you how human works.

Let's talk soon,

The humanworks Team

People First

Why does culture matter?

When you hear about the importance of company culture you may imagine extravagant corporate events or employee perks, but culture is much more than either of these. Your culture is the result of every human interaction happening across your business each day. It is the sum of countless actions and decisions, each one either strengthening or weakening your people's connection to your mission. It is too important to mishandle and too vast to solve alone. You need a partner with culture-building experience and a history of success enlivening workplaces.

humanworks has this experience, but we offer more than recycled "best practices." Unlike countless books, blogs and business consultants ready to give you their formula for a better culture, we partner with you directly, working side-by-side to craft custom solutions that align to your values and meet your unique needs.

A truly thriving culture comes from recognizing the value of each individual and building a way of working around the qualities all people share. We know this because we have lived it. Once members of an award-winning human resources team, we developed our expertise over 25 years, creating bottom-line success through excellence in people leadership. Sparked by a corporate merger and guided by our values, we launched **humanworks** to help businesses drive exponential growth by unleashing the full potential of their people.

Our core values guide our work and serve as the foundation of our relationships.

Champion People

Lift people up. Never lose sight of who makes everything possible in the first place.

Be Authentic

Follow your instincts. Honor your vision. Stay true to your dreams.

Elevate

Never settle for the easy answer. Pave a better, brighter path.

Breathe

Pause & reflect. Find energy in balanced well-being.

Wonder

Be curious & be in awe. Always believe in what could come next.

The 8

It's amazing to think that no two people are precisely the same. What's even more impressive: the fact that all people share eight spectacular qualities.



The 8 represents a new way to understand people and what they need – at work, at home and everywhere in between. Every solution, every service, every relationship we have begins with this understanding.

It is the foundation of everything we do.

Everyone's Unique

Activate Instincts & Discover Talent

Everyone Believes

Identify Values & Create Vision

Everyone Connects

Develop Relationships & Foster Teamwork

Everyone Contributes

Question Together & Communicate Clearly

Everyone Rises

Energize Systems & Inspire Leadership

Everyone Learns

Improve Performance & Encourage Development

Everyone Thrives

Boost Well-Being & Enliven Community

Everyone Matters

Bring Work to Life & Life to Work

Our Services

Our services focus on the four areas of your business that capture every human touchpoint:

Organizational Culture & Core Values

We activate core values, develop models for leadership and align programs and policies to a strengthened cultural framework.

Strategic Alignment & Unified Systems

We create accountability at every level of an organization by aligning one vision and a course of action to achieve it, and empowering confidence and clarity through consistent operating practices.

Right Talent Right Role

We implement talent discovery processes that identify individual strengths and align talent to roles. We strengthen performance management, boost team effectiveness and support employees through career transitions.

Employee Experience

We activate internal communication and amplify employee engagement by building a roadmap for well-being, learning and social connection.

Together we can:

Align & Integrate Core Values

Author Ground Rules

Re-envision Policy & Employee Programs

Establish Executive Mentoring

Create a System of Business Operation

Develop a Leadership Model

Lead Change Management

Navigate Crisis Response & Communication

Improve Team Effectiveness

Optimize the Talent Lifecycle

Coach Through Transition

Re-define Performance Management

Enliven Onboarding & Orientation

Establish 365 Communication

Enhance Well-Being & Give Back

Action Employee Feedback

The Elevation Process

You need solutions that align to your unique culture and values, not one-size-fits-all answers. We work alongside your business and HR leadership to craft custom solutions, leveraging your business' innate humanity to foster flourishing teams and thriving systems.

1. Elevate People

Our process begins with a conversation. We introduce "The 8" and invite you to see there is more to each individual employee that can be discovered and a truth about your organization to realize – both of which will lead to a more healthy and productive business.



2. Elevate Thinking

Next, we extend this new way of thinking and explore the possibilities within your team or organization. Together we identify the places this truth can help you and prioritize the next steps.



3. Extend & Elevate Practices

We then begin the work of elevation by partnering with you and your team to design a custom solution for your business. We educate your leaders and plan for activation.



4. Enliven & Activate

We work side-by-side with you to implement the elevated solutions and create a roadmap for continuous elevation.



5. Elevate the Experience

Finally, we help you make the learning greater than the experience by regularly pausing to reflect and adjust.



Client Focused

Our relationship is based on your specific needs. We can engage with your team for individual projects or establish a retainer for greatest impact, making it possible for you to access our team's expertise at any time.

Our ability to help you unleash the full potential of your people and elevate your business starts with the values we share, and is driven by our relationship. We don't believe that work happens apart from life, and we practice that belief with our clients. For us, your success is never "just work" - it's personal.

Experience Columbus

Columbus, Ohio

Project Based Engagement:

In 2020, the destination management company Experience Columbus (EC) needed to revive their company core values and explore areas where those values could be activated for deeper employee engagement. In 3 months, **humanworks** partnered with EC leaders to produce:

- Revitalized Core Values: Including new core value language, descriptions, visuals and the roll-out plan
- Employee Recognition: A brand new employee recognition program based on the revitalized core values
- Performance Management: A custom employee performance review program incorporating the revitalized core values

BVK

Milwaukee, Wisconsin

The Full Journey

In 2019 - 2020, the advertising firm BVK committed to a complete elevation of their people practices. In one year, **humanworks** and BVK worked closely together to produce:

- New Core Values with Descriptions
- New Talent Discovery Process & Integration of New Talent Technology
- Re-envisioned Onboarding
- Custom Performance Management Processes
- Expanded Talent Canvas (DEI)
- New Strategic Planning Process
- Energized Company Gatherings
- One Source for Internal Communication
- Crisis Response Practices + Facilitated over 40 Employee Transitions

Penfield

Milwaukee, Wisconsin

The Full Journey

Beginning in 2018, the non-profit organization Penfield Children's Center began engagements to strengthen their leadership team. Since then, Penfield's commitment has grown to include Penfield Montessori Academy. As a part of an annual retainer **humanworks** has partnered with leaders to:

- Create Core Values and Ground Rules
- Establish a Strategic Vision
- Facilitate Quarterly Strategic Planning Sessions
- Integrate Kolbe Wisdom
- Design a New Performance Management Process
- Recruit 2 New Montessori Academy Leaders
- Facilitate Weekly Montessori Academy Meetings

Amplify Abundance

If you believe in people first, we want to connect, no matter what.
Can we add value to your organization by elevating your people practices?
Could we create a partnership and reach more organizations together?
Do you know someone we should talk to?

Whether you consider yourself to be a potential client or
abundance partner, let's work together to unleash the
full potential of people.



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