



We accelerate your organization's results through your team.

We are hired to help teams solve root problems, reduce friction and speed results. **We specialize** in delivery & people performance. **We are unique** as teams have no downtime, changes impact real work and outcomes are data driven. **We work** with change management, project delivery, people performance, engineering, product, & design groups. **Our engagement period** lasts 8 to 12 weeks*.

We help reduce project & organizational effort



Our GENUS framework is used in over 50+ organizations. Creating strong, deep, meaningful relationships with teams, drastically increasing engagement & change scores.

With workplaces being multi-generation, hybrid, equitable, and focused on sustainable growth its important to get the drivers correct.

We are here to help deliver outcomes for your project team.

The PC[®] Mastercard[®]: the credit card for essentials.



Apply now [↗](#)

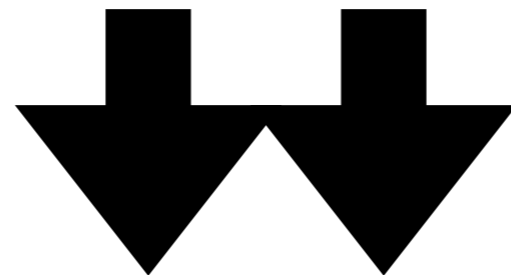
The team at PC Financial, a division of Loblaws had about 2 plus years to design, develop and launch a new type of personal banking account for Canadians. **PC Money Account.**

Process provides rails to frame the execution, hiring



To deliver on this complex program, the teams learned and executed 11 new methods in delivery management, teaming, and leadership execution.

Its about igniting
the mental
economics of the
team.
GENUS results
follow....



Testing teams uncovered a wastage of testing cycles attributing to language used to describe testing results.

Proof reading resulted in a 16% drop in test case re-execution.

Project managers changed weekly statuses to focus on action summaries and requests verses updates.

Resulting in a 30% reduction of status meeting monthly.

Team leaders revised their stand up calls to be more “I” focused “we”. Here is an example of an “I” question: “What I want to focus on this week and how they want to receive your help”.

Team satisfaction score shot up by 42%

Presentation decks changed to include a “Only speak” and “Speak too” prompts. All presenters needed to be able to speak to “the problem or request ” with out a slide.

Presentation deck sizes reduced by 30%

Narrow the focus
Demand to be inspired

Listen

Then talk

Fight bureaucracy

**Operate via influence of
action not power**

It takes a **GENUS** team.
8 weeks, more outcomes and less presentations.

