What is organizational culture?

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Re-Imagined Operating Model

> **STEPS OF ENGAGEMENT**
> **VALUES**
> THE HOW

> **COMMITMENT**
> THE WHAT

> **PURPOSE**
> THE WHY

VALUES

MISSION
THE HOW

VISION
THE WHAT

Commitment

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_____

Values

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_____
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Steps of Engagement

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PURPOSE

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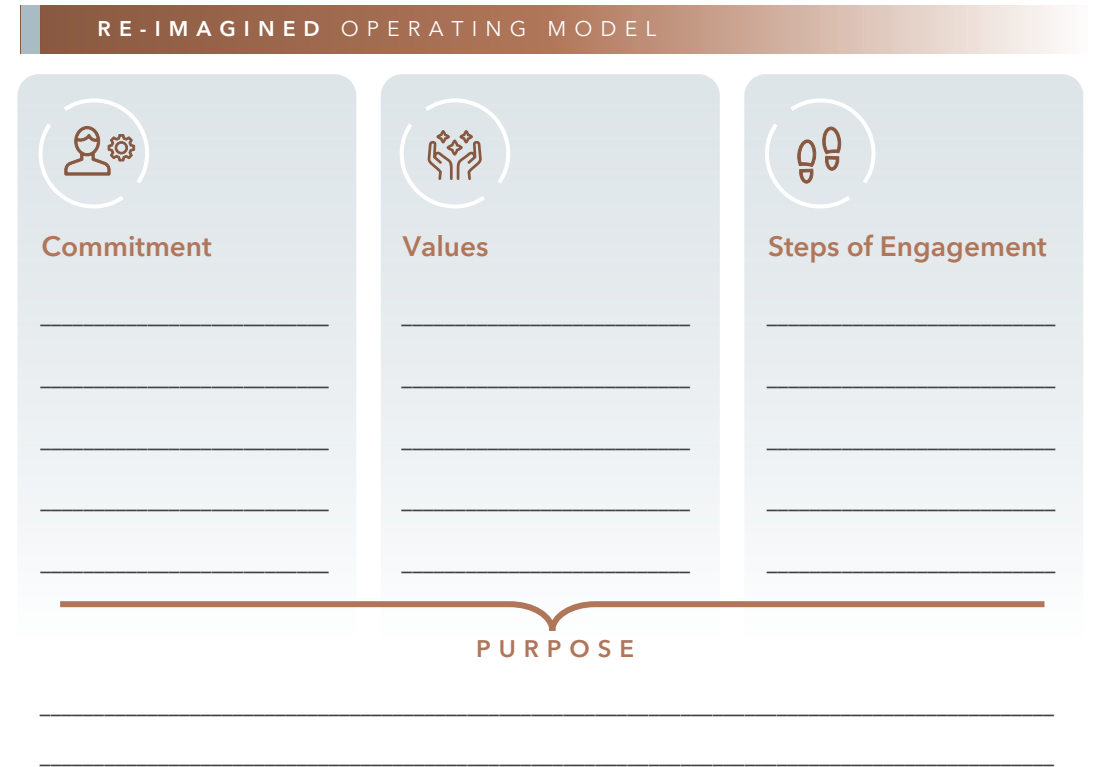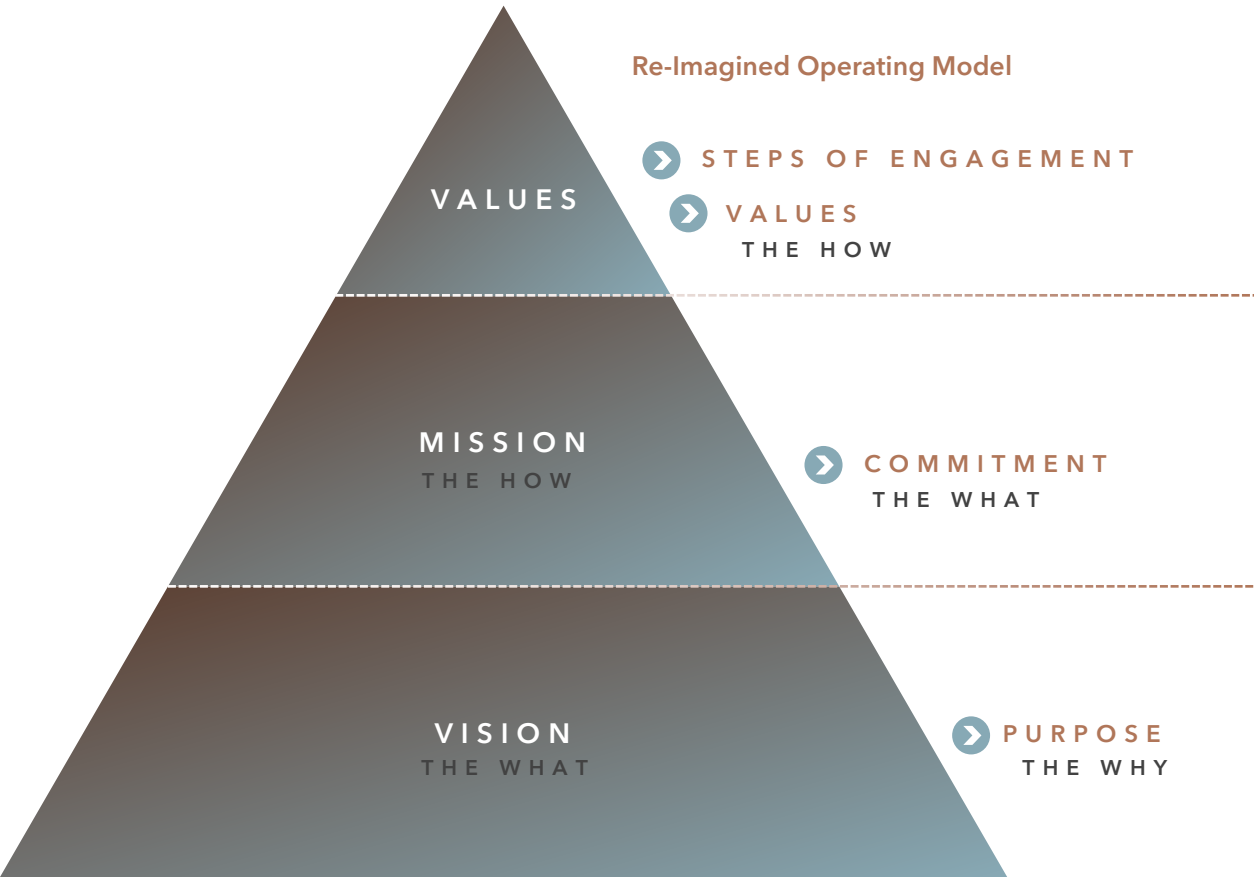
PEOPLE PROCESSES

IDENTIFY

Sourcing

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Selection

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_____

IMMERSE

Orientation

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_____

On-boarding

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_____

INSTILL

Reinforcement

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_____

Recognition

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_____

CHANGE MANAGEMENT

EFFORT

"Embrace"

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_____

_____

"Adopt"

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_____

"Contact"

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_____

SUPPORT FOR CHANGE

ACTIVATION CHECKLIST

✓ Deploy an effective change management plan

✓ Create a compelling Purpose Statement

✓ Collaborate to design supporting cultural elements

✓ Infuse culture into routine people processes

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Meet Joe Quitoni, the Founder and CEO of Unify|Align who's shaking up the industry with a unique blend of creative and structural talents. Throughout his career, Joe has honed his skills in organizational transformation, creating game-changing competitive advantages for some of the world's biggest brands.

Before starting Unify|Align, Joe put in over 20 years at The Ritz-Carlton Hotel Company. He served as Director of Human Resources before jumping over to the brand's consulting firm, The Ritz-Carlton Leadership Center where he led the team as Global Head of Delivery. There, he transformed and evolved their approach and methodology which created dramatic, positive impact to the clients and businesses they served.

But Joe isn't your typical corporate suit. He brings a modern twist to the world of consulting. Armed with a Master of Science in Industrial/Organizational Psychology, Joe applies an innovative methodology to his work, delivering successful outcomes for a diverse portfolio of clients, from startups to Fortune 500 giants.

He's a born leader, and his passion for connecting, inspiring, and motivating others shines through in everything he does. Whether he's delivering a keynote speech or working alongside his team one-on-one with clients, Joe's personality and drive are contagious - and he's always pushing the envelope to take his clients to new heights.

> When values and beliefs are able to be emulated by the behavior of employees at all levels... that's an effective culture"

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