



HeatherP
SOLUTIONS

Creating Business Breakthroughs via Your Employees & Brand: The VIP Workday

The VIP Workday

If 2020 has taught us anything, it is that business happens through our front-line employees. So how do we engage them to best serve our customers? How do we encourage and capture employee ideas for innovations and breakthroughs in your business? How do we cultivate a work culture that enables employees and empowers them to bring their best to your business, each and every day? How do we ensure you keep your best talent, as the economy improves and voluntary turnover skyrockets?

We can help. We are uniquely equipped to guide you at the intersection where business, talent, and brand strategy meet to exceed the expectations of your customers and drive growth.

The VIP workday is for those who need to make an impact in their business, fast. The workday is useful for those looking to address a broad set of challenges at a top level, or to go deep into a single challenge. Through two one-hour phone calls, interviews, and a workday, we will help you create a path forward to turn challenges into your next success story.

Workday Outline

Pre-Work

A zoom call that will take place approximately ten (10) business days prior to the workday. All key participants should be on the call.

- Discuss objectives and outcomes for the workday
- Align on what success looks like for the day
- Determine Assessment Interviews
- Share key documents, information, and resources
- Establish “out of bounds”

Assessment Interviews with Key Stakeholders (30 mins, Approximately 3-4 Interviews)

- Understand perspectives of the business and competitive environment

HeatherP Solutions will prepare third party and online research in service of Workday objectives



WorkDay

This is a full day working session, either via zoom or in-person. All key participants should plan to participate fully throughout the workday.

1. Future State (2 Hours)
 - Align on a vision for the future state 3-5 years from now
 - Establish the importance to the overall business success that Future State is achieved
 - Identify challenges and obstacles to the Future State
 - Identify strengths and assets to enable Future State
2. Key Initiatives (3 Hours + 1 Hour Lunch)
 - Identify three (3) Key Initiatives to enable Future State
 - Determine critical workstreams for each initiative
 - Understand interdependencies of the Key Initiatives and related workstreams
 - Prioritize Key Initiatives and workstreams
 - Identify Quick Wins
2. Action Plan (2 Hours)
 - Determine decisions or alignment needed to move forward
 - Establish timeline by workstream
 - Assign ownership
 - Create accountability structures
 - Ensure objectives and outcomes from the day were achieved

Post-Workday

- Three (3) weeks of email support following the workday for questions and clarifications
- One (1) sixty-minute zoom call that will take place approximately ten (10) business days after the workday
- Assessment and Feedback