People Intelligence & Culture Transformation (PICT) Beta Test

Overview:

In 2023 workplaces are now facing more people and culture issues than ever before. Dealing with employee turnover, low morale, and difficulty in attracting talent are putting some organizations at risk.

Most businesses want to address these issues head on but are unsure where to start. These are culture challenges and can be difficult to understand, measure, and resolve. Leaders who are committed to improving culture understand the vital importance of these culture issues. In fact *leaders who prioritize workplace culture saw 2X the annual growth, of their peers over a three year period. (Heidrick & Struggles, 2021).*

This is why we need to make people and culture challenges more practical to understand, measure, and resolve; this is where R3 People's People Intelligence Culture Transformation (PICT) program will help.

Another long standing issue is with enabling organizations with the tools and platforms to easily, consistently, and effectibly measure, communicate and replicate the PICT challenges they address.

People Intelligence & Culture Transformation Program

The PICT program uses Roman 3's Workplace Culture Hierarachy theory and is designed to build a robust and productive workplace by ensuring a strong and sustainable foundation is present in order to start an organization's measurable and proven ascent toward success.

Program Description:

One of the biggest challenges with finding, keeping, and motivating employees is dissatisfaction. Job or employee dissatisfaction happens when the factors of our workplace do not match the expectation of our workforce.

To investigate the factors of our workplace and create measurable steps to address them, Roman 3 has partnered with GamePlan Success Advisors to test a Ninety.io integrated process that allows businesses to address dissatisfaction, resulting in increased employee retention, attraction, and drive. Ninety.io is the cloud-based platform used by over 60,000 subscribers. Ninety allows for the documentation, measurement and It helps teams build great companies using the EOS (Entrepreneurial Operating System) process.

This Beta Test will give businesses access to Module 1 of the complete PICT program, Elimatinating Job Dissatisfaction.

Eliminating Job Dissatisfaction is about ensuring that the 7 Dissatisfaction Factors of the workplace are complying with the *3* Expectations of the Workforce. We call this the *7X3 Rule*, a theory designed by Roman 3 to increase employee retention by investigating if the factors of your workplace are Competitive, Sufficient, and Equitable.
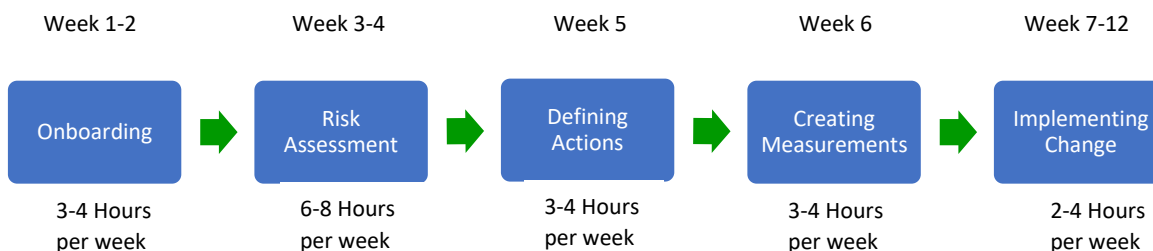
Beta Test Details:

This 3 month, integration support will give businesses:

- Roman 3's Workplace Factor Risk Assessment.
- Early Access to the beta version of the Ninety.io integrated Workplace Factors Audit.
- Technical and implementation support by members of Roman 3 and GamePlan Associates to help you collect workplace intelligence, set up your Ninety.io goals, measurements, and track your progress.
- One on One training and coaching with Roman 3's professional implementation team
- Early Access pricing of $3,000, plus HST (a $12,000 value) **Price breakdown on the Product Information page.*
- Discount pricing on the release of future modules.
- Discount pricing on post-beta implementation support.
- A completed Beta Test report outlining the clear benefits of your process and recommended next steps.

In return for Early Access and preferred pricing, we ask that you provide:

- Feedback on the Ninety.io integration.
- Recommendations on improvements to inform the final product design.
- Commitment to complete the Beta Test and participation in the implementation process.

The Beta Test Process, Timeline, and Commitment

Week 1-2	Week 3-4	Week 5	Week 6	Week 7-12
Onboarding	Risk Assessment	Defining Actions	Creating Measurements	Implementing Change
3-4 Hours per week	6-8 Hours per week	3-4 Hours per week	3-4 Hours per week	2-4 Hours per week

Beta Test Requirements:

To participate in this beta test and the benefits of Early Access, a business must:

- A current subscription to Ninety.io and running EOS.
- A dedicated employee to lead the dissatisfaction audit and actions
- Have support from their senior leadership to gather the required intelligence and implement the recommended transformations in the 3 months required for the Beta Test.
- Be an organization with a minimum of 25 employees

Next Steps:

For more information, please review the People Intelligence and Cultural Transformation Product Information sheet attached. To get started, please complete the [Commitment of Interest](#) form.

People Intelligence and Cultural Transformation

Module 1: Compliance | Job Dissatisfaction | Workplace Factor Audit

Welcome to Module 1 of the People Intelligence and Cultural Transformation program. This module focuses on auditing and systematically addressing the factors of your workplace that create Job Dissatisfaction. This program is built off the success of Roman 3's Workplace Culture Hierarchy and includes all tools, training, and resources you will need to dig deep into the factors of your workplace. The goal of module 1 is to create a strong cultural foundation that will improve employee attraction, retention, motivation, and morale.

The following items are included in your purchase of the People Intelligence and Cultural Transformation module 1:

- One-on-one training and coaching on Roman 3's Workplace Culture Hierarchy.
- One-on-one training and coaching on Roman 3's Workplace Factor Risk Assessment.
- One-on-one training and coaching on Roman 3's Workplace Factor Audit.
- 3 months of one-on-one implementation support from Roman 3's Implementation Team.

With the full launch of the PICT Module 1 anticipated this fall, we invite you to participate in our beta testing process. As a thank you for your participation, you will receive Early Access pricing and the following additional benefits.

Early access pricing: $3,000 CAD
PICT Module 1 - $3,000
Annual Subscription - $0

Total Value: $12,000 CAD
PICT Module 1 - $5,000
Annual Subscription - $7,000

You will also receive:

- 20% discount on post-beta implementation support.
- 1-year subscription to our training and support platform (coming Fall 2023) where you will receive:
    - *Training* – access to a full library of on-demand training for you and your team
    - *Support* – weekly office hours where members of the Roman 3 Implementation Team answer questions
    - *Evergreen content* – as we make improvements and revisions to each module you will receive all updated materials, training, tools, and resources.
    - *PICT Certification* – become fully certified to implement R3 People's PICT Modules through on-demand instruction and one-on-one coaching.
- 25% discount on Module 2: Producing Psychological Safety (coming fall 2024)

Please contact James Schofield, Partner Roman 3 Solutions Inc. at jschofield@roman3.ca with any questions.