

# Is my organization ENERGIZING, INSPIRING, effective?

Many organizations struggle to face the complexity of the world in which we work.

People work with organizations because they are inspired by **what** they do.

The reality of **how** they do it may be completely uninspiring.

It doesn't have to be that way.

Don't let everyday bureaucracy, inefficiency, unexpected challenges, and boring meetings get in the way of what you and your organization can truly become.

## **Organizational culture:**

- ✓ Do I feel inspired and supported in my work environment?
- ✓ Do I know where to go for inspiration and support and do I get them?
- ✓ Do I feel free to give my supervisors constructive feedback?
- ✓ Do I receive constructive feedback from my supervisees?

## **Organizational Practices:**

- ✓ Do we work efficiently and effectively as a team?
- ✓ Are our meetings fun, productive, and energizing?
- ✓ Do we handle the complexity of our work?

## **Organizational Direction:**

- ✓ Do we truly have a shared vision and mission as a team?
- ✓ Do we collaborate well interdependently working towards our goals?
- ✓ Are we strategic in our choice of collective direction?

## **Organizational Planning:**

- ✓ Do we plan effectively to carry out our mission and vision?
- ✓ Do we plan for unpredictable factors in our work?
- ✓ Do we carry out our plans effectively?

## **Organizational Impact:**

- ✓ Are we making the difference that we intend to make?
- ✓ Does the investment of resources (knowledge, time, money, personnel) we make match the results we get?

Participatory leadership, leadership development, complexity theories, and interactive meetings can transform **how** your organization works by bringing it closer to **what** it is truly meant to achieve so that it can do so in a more fast, efficient, productive, effective and believe it or not, fun way.

## **What we do:**

We will look at your organization in terms of its organizational culture, practices, direction, planning, and impact. Either you will choose what to work on or we'll make recommendations.

## **How we do it:**

**Collaborative:** Involving multiple stakeholders to incorporate different perspectives.

**Customized and Innovative:** Innovating designs and conversational structures to address your specific needs.

**Efficient:** valuing your time and ours.

**Equitable:** Addressing power dynamics within groups.

**Present:** engaging participants' full selves via emotionally intelligent facilitators.

**Flexible:** responding in the moment to your emerging needs.

**Informed:** grounding in several facilitation, evaluation, communities. and organizational development disciplines.

**Creative and Playful:** Incorporating the arts and creative expression

**Passionate:** We love what we do!



**Fierro Consulting, LLC**

*Inspiring people. Growing organizations. Strengthening*

Tel. +1 (215) 893-0579

fierro.evaluation@gmail.com

[www.fierroconsultingllc.com](http://www.fierroconsultingllc.com)