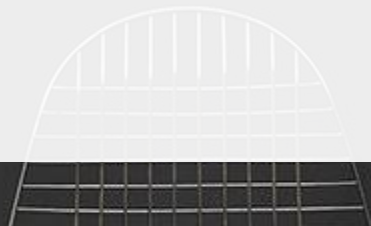



inDIP.
DESIGN



A dark, atmospheric landscape with mountains and a town, serving as a background for the text. The scene is dimly lit, with a cloudy sky and silhouetted hills. A small town or village is visible in the valley below. The overall mood is somber and contemplative.

IN ORDER
TO **EVOLVE**
WE NEED TO
CHANGE.

inDIP METHODOLOGY



Diamond Search

The first step is a proprietary assessment of the organization “who we are” including:

- Staff
- Products and Services
- Custom Insights



On the Works

The second step is a proprietary analysis of “the way we do things here” including:

- Culture
- Behavior
- Environment



Design and Define

The third step identifies and matches what we have vs what we need to become.



Manifesto

The last step is an aggregate of all the previous steps.

This is how we materialize the evolution customized for your organization's manifesto.

inDIP

Diamond Search

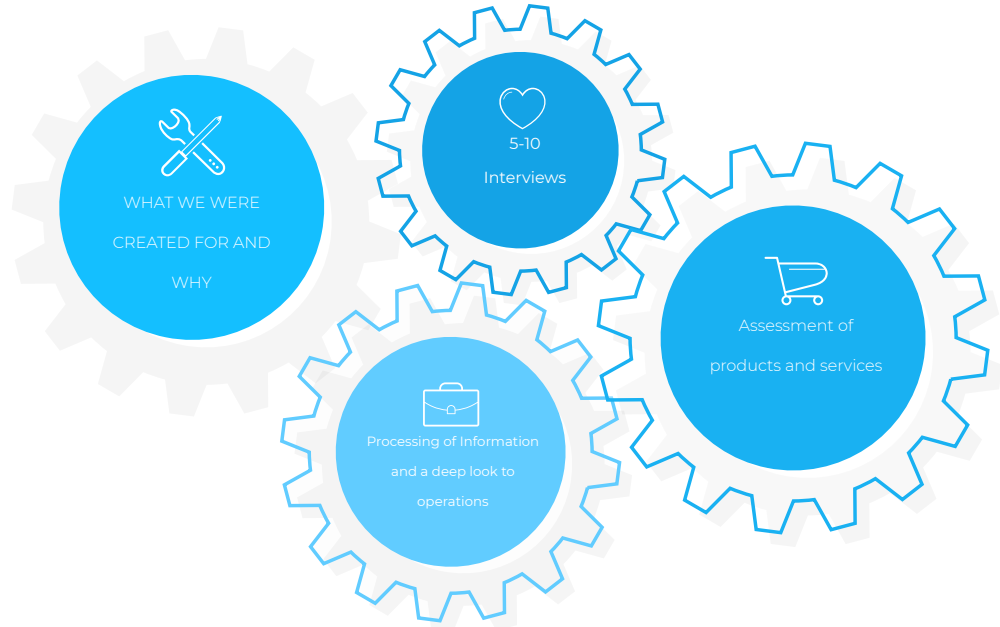
STEP 1

Assess who you are.

We develop this process to get a complete *DNA sample* of the organization.

This step will requires:

- 5-10 (30 minutes) interviews.
- Access to products and services data (Kpi's)
- Back office process to produce the final assessment.



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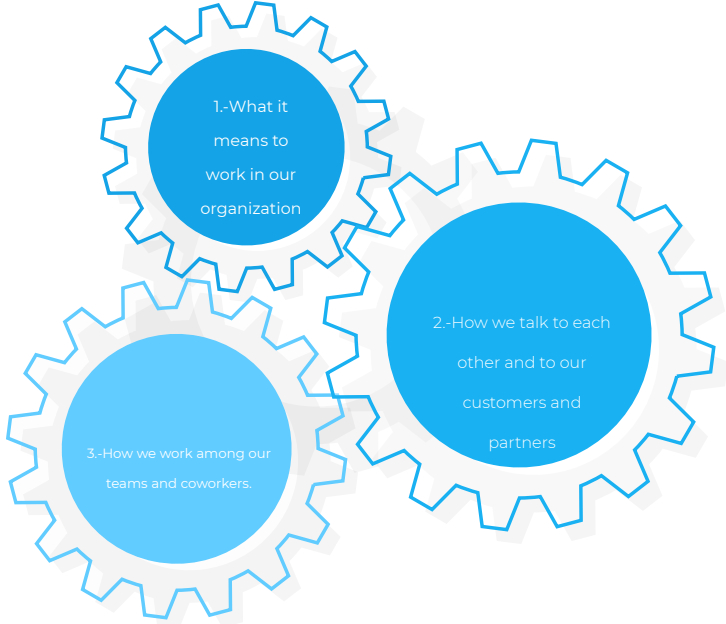
On the Works

STEP 2

The way you do things.

We analyze and create a report about:

- 1.-How we work in the organization.
 - Trends, measurements, motivation, goals.
- 2.-How the organization communicates.
 - Channels, language, hierarchy, sense or urgency.
- 3.-How we collaborate.
 - Respect, ambient, results, support, empathy.



inDIP

Design and Define



Optimization

After the assessment we create a working sesión to determine what to keep and what to change in the widest sense possible.



Evolution

Once we know what we want to change, we will design a custom plan to start an evolution process that take us to what we need to become.



Co-create

We will define what makes us special, and who we need to become in order to be the organization we thrive to be.

inDIP Manifesto



Radical Transparency

We are one. In this stage we will focus on communicating to the organization the fundamentals of our evolution. We need to be consistent, coordinated and speaking the same language.



Goals and Priorities

We will share why are we evolving; where we are, and why is fundamental for the organization to focus on these set of rules and priorities.



Manifesto Draft

This is not a corporate initiative, this is a collective effort. Top 20 employees will have a key role on this evolution. The organization only evolves as much as the team does.

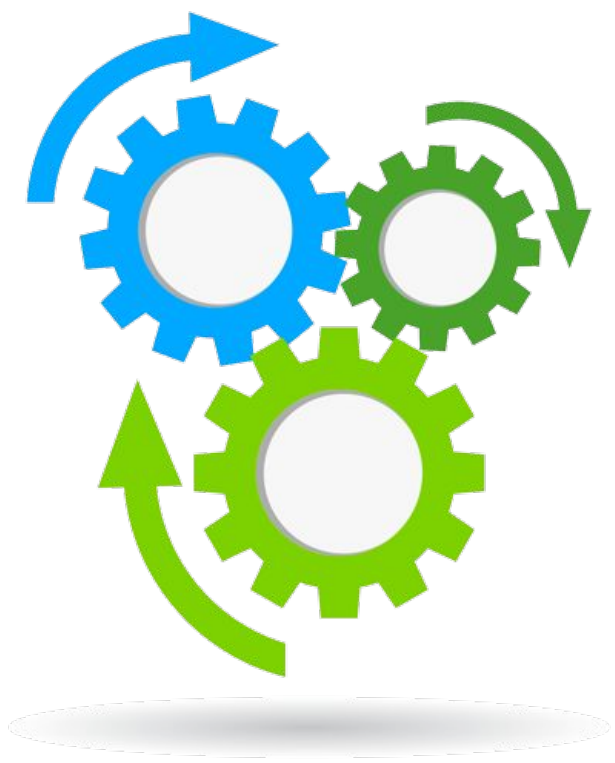


Measurements and Following up

Because this evolution is fundamental, we need to measure and optimize along the way. We will focus on 1-3 metrics to understand how we live our manifesto.

inDIP

The Process



1

STAGE 1
Duration: 4 Days
Requirements: Access to interviews and products / services KPI's and data.

2

STAGE 2
Duration: 4 Days
Requirements: Access to internal communications platform (slack, asana, basecamp, or memorandums / newsletters.

3

STAGE 3
Duration: 3 Days
Requirements: 2 working sessions with C Level and founders.

4

STAGE 4
Duration: 3 Days
Requirements: 2 working sessions with C Level and founders.

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Deliveries & Pricing

1 **Culture Canvas**
Aligned and intrinsic to our organization, past, present and future to enable culture building and incentives alignment.

2 **Mission, Vision & Core Values**
We create values based on our top goals, actions, metrics and super powers, so values describes what makes us special.

3 **Wiki**
The last part of the manifesto (and the most important) is the Wiki, an internal document that provides a radical transparent explanation of us an organization. And will provide a clear spirit, intention and culture building learning to everyone in the organization.





Hierarchy of company statements



THE END



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ORGANIZATIONAL EVOLUTION.