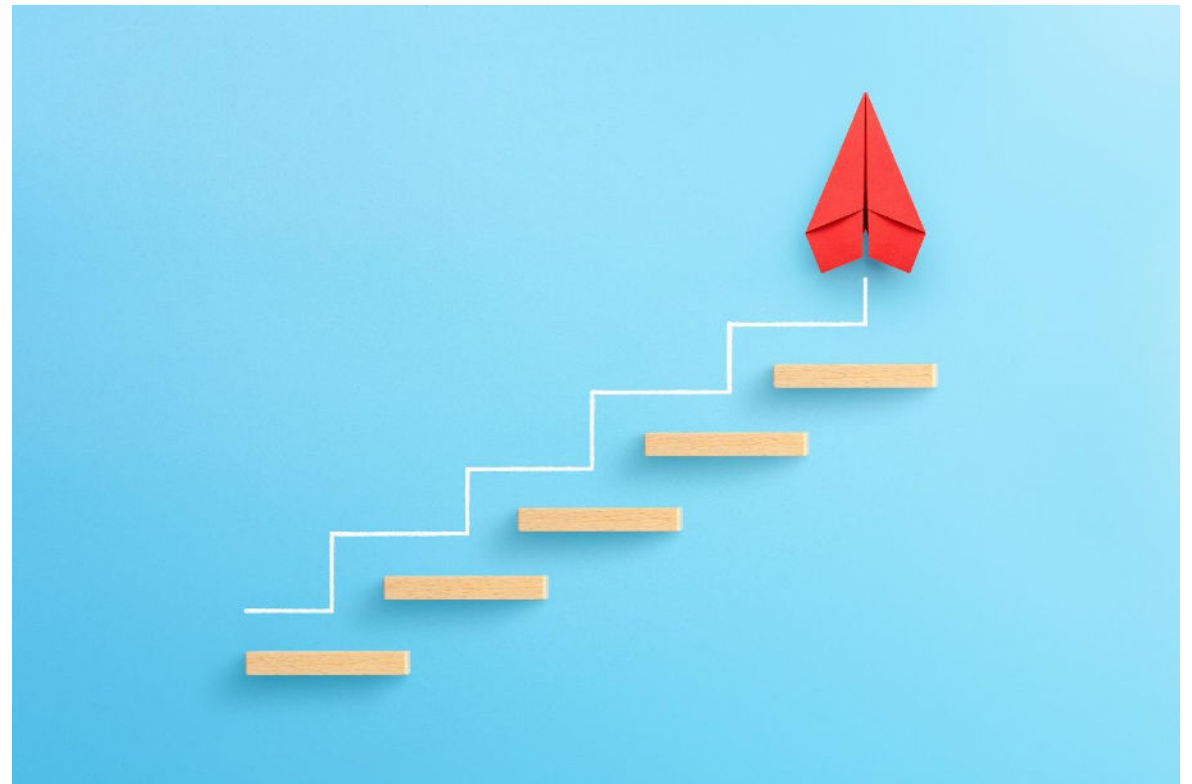


EX-8 EXcellence Organisational + Leadership Diagnostic

Evidence based performance improvement
and transformation for Leaders and
Organisations



Dynamic
Coach Group

The EX-8 EXcellence Organisational + Leadership Diagnostic

The EX-8 diagnostic tool is designed for the assessment of teams and entire organisation, to discover hidden strengths and weaknesses in the areas of:

- Meaningful work
- Inspirational leadership
- Engaging workplace
- Culture of wellbeing
- Belonging counts
- Growth & development
- Trust in the organisation
- Enabling Tech+

Our Action Planning process helps to address weaknesses and leverage strengths for a breakthrough in performance, engagement and profit.

Importance of EX practices to business



2.2x more likely to exceed **financial targets**



2.4x more likely to **delight customers**



5.1x more likely to **engage & retain people**



5.1x more likely to **create a sense of belonging**



5.2x more likely to be a **great workplace**



3.7x more likely to **adapt well to change**



4.3x more likely to **innovate effectively**

Purpose of EX-8 EXcellence

- The EX-8 model is designed to provide an overview of your organisation's maturity in becoming an EX-8 EXcellence company against 8 key practices of employee experience (EX). Plus an assessment of business outcomes.
- Our research has enabled us to identify common themes and to create a model EX-EXcellence organisation and the practices that drive them.
- We've developed EX-8.0 to define where your organisation, leaders and employees stand when it comes to EX maturity.
- EX-8.1 which is in development will also define the practices of great EX of your execs, HR, and managers
- EX-8.2 adds on employee mindset
- Every organisation's journey to becoming an EX-EXcellence organisation is unique, and it can't start without knowing where you are today, what you do well, and what you don't.

The EX-8 Excellence Organisational + Leadership Diagnostic

The diagnostic report could be used for many different purposes as :

- Driving culture transformation
- Developing organisational performance
- Design of customised development programmes
- Strategy development and implementation
- Managing mergers and acquisitions

Structure of EX-8 EXcellence



Meaningful work

When employees feel that their work has a greater purpose and that their contributions are valued, they are more likely to feel a sense of belonging and connection to the organisation

- Jobs and values fit
- Autonomy and agency
- Agile teams and supportive co-workers
- Time to focus, innovate and recover



Culture of wellbeing

When employees feel supported and encouraged to prioritise their wellbeing, they are more likely to take care of themselves and develop healthy habits, which can have a positive impact on their work performance and personal lives

- Safe and secure in all aspects of work
- Health, wellbeing, and support
- Emotional support
- Wellbeing benefits



Inspirational leadership

Creating a positive and engaging EX relies heavily on having supportive and effective leadership. When leaders prioritise their employees', it can result in improved business outcomes and a highly motivated and engaged workforce

- Clear goals with stretch opportunities
- Emphasis on coaching, mentoring and feedback
- A focus on management development
- Transparent simple performance management



Growth & development

When an organisation invests in the growth and development of its employees, they tend to experience a greater sense of engagement, commitment, and a stronger sense of being part of a high-performing team

- Career growth
- Open, job & role mobility
- A culture that supports learning
- Learning systems



Engaging workplace

Work is much more than a place we go – an engaging workplace is essential for creating a positive EX, which can lead to improved business outcomes, higher retention rates, and a positive employer brand

- Engaging work environment
- Appreciation, recognition & rewards
- Flexible hours and workspace
- Aligned systems and processes



Belonging counts

Fostering diversity and inclusivity in the workplace is essential for establishing a robust company culture and promoting a favourable EX

- Diversity
- Equity
- Inclusion
- Belonging



Trust in the organisation

Our research identified four dimensions that foster trust and pride: Leadership integrity, purpose, social responsibility, and investment in people.

- Authentic sense of purpose
- Transparency, empathy, and integrity leadership
- Continuous investment in people
- Committed to ESG



Enabling Tech+

Technologies and services alone don't drive a great EX, but they absolutely matter in supporting the right culture, trust, and an inclusive environment

- Tech accessible for all
- Personalised tech options
- Resources to do the job effectively
- Intuitive tech

EX Practice Statements

EX-8.0 EX Practice

EX-8.1 EX Practice, Leadership Practice, HR Practice, Management Practice

EX-8.2 EX Practice, Leadership Practice, HR Practice, Management Practice, Employee Mindset

EX Drivers	EX7 Practice	Leadership Practice	HR Practice	Management Practice	Employee Mindset
Meaningful work & a sense of purpose	People support each other to achieve their best work	We embed a “personal best” mindset into our way of working	Our focus is to enable employees to grow in their position, by providing resources, support, and mentoring particularly suited to their individual needs	We prioritise personal excellence by fostering a culture of continuous improvement, providing employees with resources and time to focus, innovate, and recover.	A mindset that emphasizes: <ul style="list-style-type: none"> ▪ Collaboration ▪ Communication, ▪ Growth mindset ▪ Commitment to growth & improvement
Supportive & effective leadership	Coaching is well established	Our commitment to offering frequent feedback and coaching sessions to our employees is aimed at fostering their growth and improving their performance	We coach our leaders in the development of their coaching skills as our culture values regular feedback and coaching sessions as essential tools for supporting our employees' skill development and performance improvement	We believe in providing regular feedback and coaching sessions to our employees to help them develop their skills and enhance their performance	A mindset that emphasizes: <ul style="list-style-type: none"> ▪ Commitment to personal development ▪ Open-mindedness ▪ Value of feedback
Engaging Workplace	Processes are aligned to the way we work	We make a substantial investment in providing highly intuitive, easily accessible tools, systems, and equipment that optimise productivity and streamline work processes for our employees	Our priority is to enhance our systems by incorporating user feedback and testing, while upholding human-centric processes	Our workspace is integrated with the tools our people need to do their jobs, have time out and enable them to continue working from any location	A mindset that emphasizes: <ul style="list-style-type: none"> ▪ Growth mindset ▪ Commitment to learning, developing new skills and adapting to new situations. ▪ Problem solving and proactive mindset

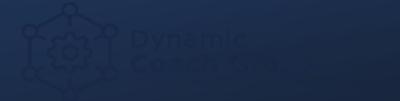
Organisation maturity levels of EX-8 EXcellence



Management maturity levels of EX-8 EXcellence



Output EX-8.0



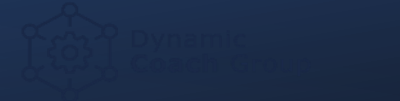
Reports & Presentation of results can include:

Organisation	Leadership	Employee
EX Maturity Level	EX Maturity Level	EX Maturity Level
EX Practices Maturity Level	EX Practices Maturity Level	EX Practices Maturity Level
EX Practices Demographics Maturity Level	EX Practices Demographics Maturity Level	EX Practices Demographics Maturity Level
Strengths / Opportunities	Strengths / Opportunities	Strengths / Opportunities
Open Questions	Open Questions	Open Questions
Outcomes Questions	Outcomes Questions	Outcomes Questions

Dynamic Coach will project manage your EX programme; present your organisation results; provide consultancy and expertise on the development of your EX EXcellence practices as required.



Output EX-8.1



Reports & Presentation of results can include:

Organisation	Leadership / HR / Manager	Employee
EX Maturity Level	EX Maturity Level	EX Maturity Level
EX Practices Maturity Level	EX Practices Maturity Level	EX Practices Maturity Level
EX Practices Demographics Maturity Level	EX Practices Demographics Maturity Level	EX Practices Demographics Maturity Level
Strengths / Opportunities	Strengths / Opportunities	Strengths / Opportunities
Open Q's	Open Q's	Open Q's
Outcomes Q's	Outcomes Q's	Outcomes Q's

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Output EX-8.2



Reports & Presentation of results can include:

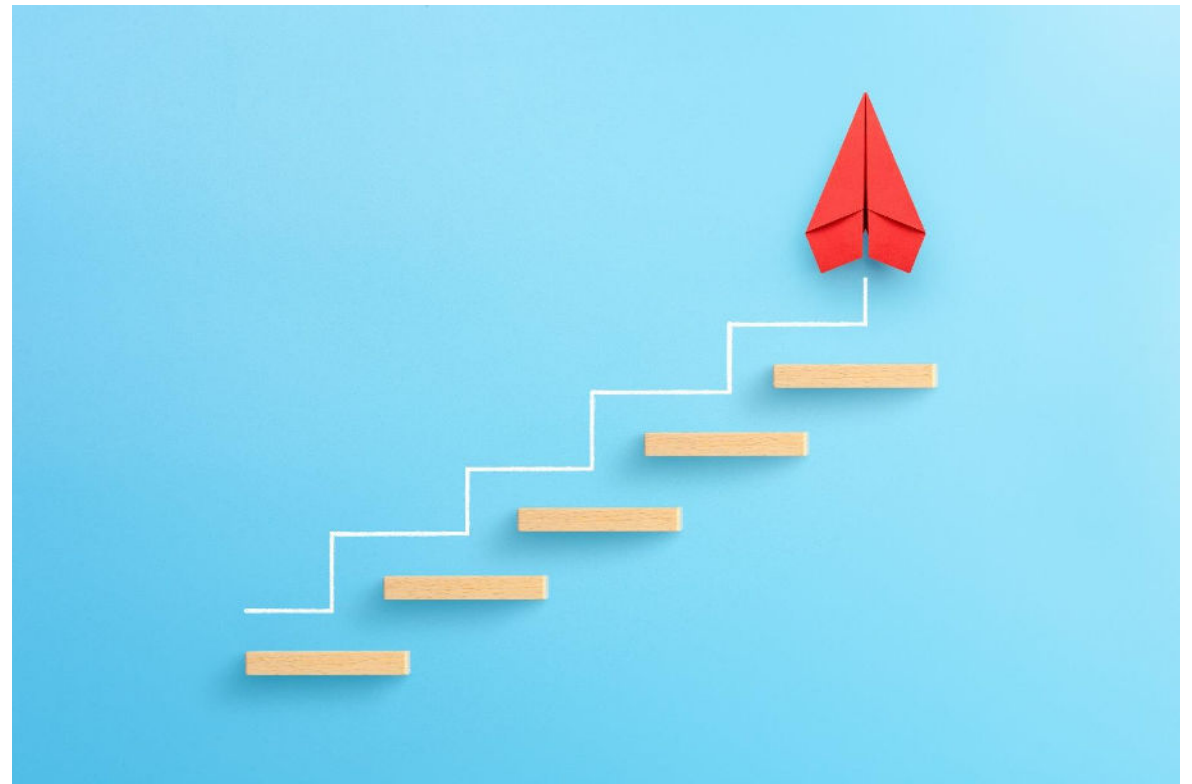
Organisation	Leadership, HR, Manager	Employee	Mindset – Leadership, HR, Manager, Employee
EX Maturity Level	EX Maturity Level	EX Maturity Level	Mindset to enhance EX practices and performance
EX Practices Maturity Level	EX Practices Maturity Level	EX Practices Maturity Level	
EX Practices Demographics Maturity Level	EX Practices Demographics Maturity Level	EX Practices Demographics Maturity Level	
Strengths / Opportunities	Strengths / Opportunities	Strengths / Opportunities	
Open Q's	Open Q's	Open Q's	
Outcomes Q's	Outcomes Q's	Outcomes Q's	

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