Cultural Change, ESG and Sustainability

enabled by employees empowered by

consideration

01

The Consideration Vision

Consider is a *thought leader*

Mission

Consideration empowers employees to become stakeholders. Driving meaningful change and actively participating in the processes that shape our collective future.

Vision

Consideration becomes a mindset. Where Values guide behaviours, decisions and contributions from individuals both as employees and citizens.

Consideration* is an employee-led *Community of Purpose

INNOVATION

59% of engaged employees said that their job brings out their most **creative ideas.**

It provides an ***environment*** that:

1. Shares ideas, experiences and insights
2. Teaches Continuous Improvement
3. Embeds a *Sense of Belonging*
4. Helps everyone live their Values
5. Maximizes employee *Contribution*
6. Is safe, respected, secure

64% of people said they have more to offer in skills and talent than they are currently being asked to demonstrate at work.

02

Consideration
4 Key Objectives

Four Responsibilities - the foundation of Consideration...

01

IMPROVE
WORK

Catalytic Questioning of what we do, why, and how we do it

02

IMPROVE
CULTURE

Progress informed by Purpose, Values, and Diversity & Inclusion

03

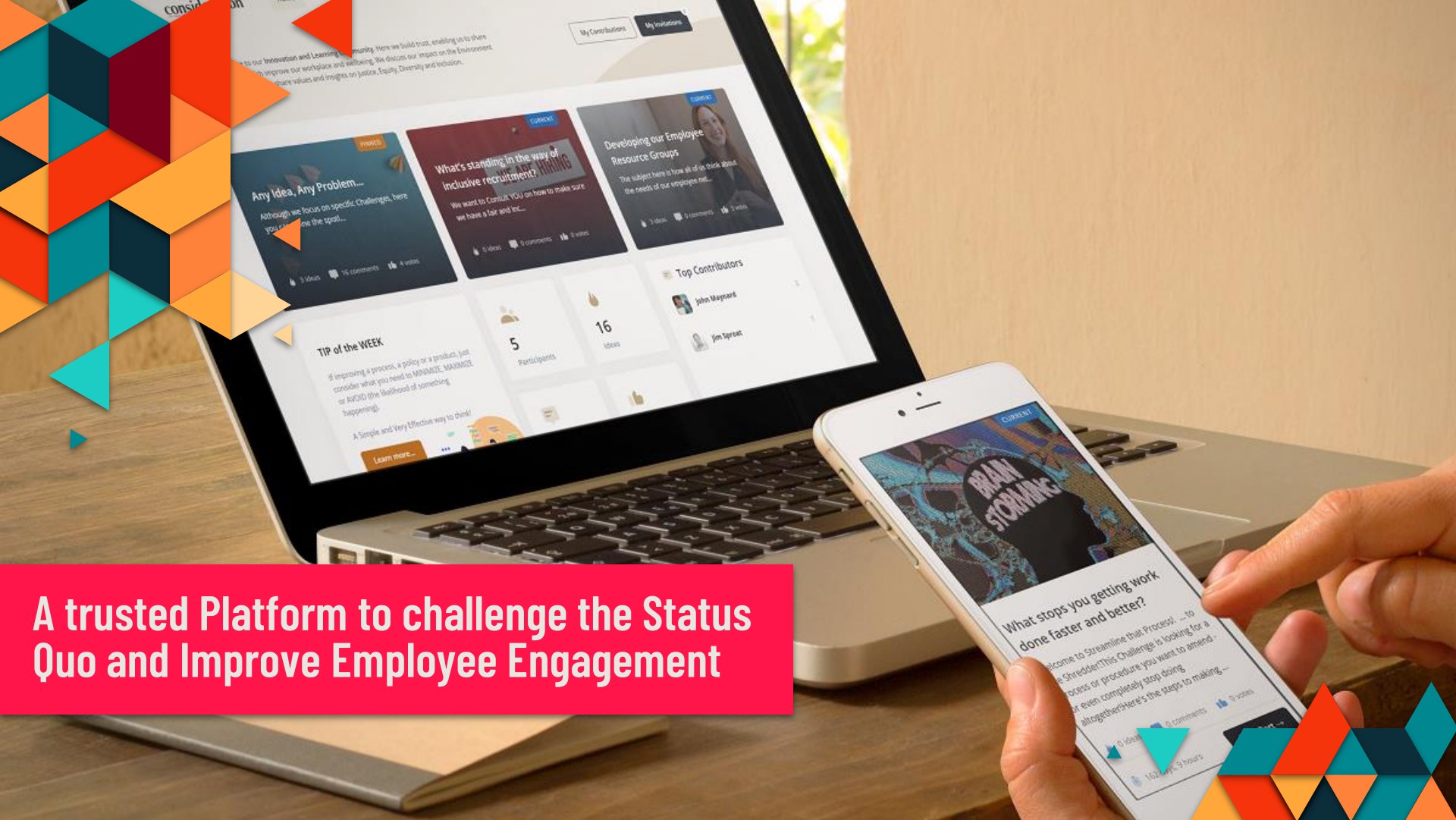
IMPROVE
OURSELVES

Continuous improvement as a skill to be learnt

04

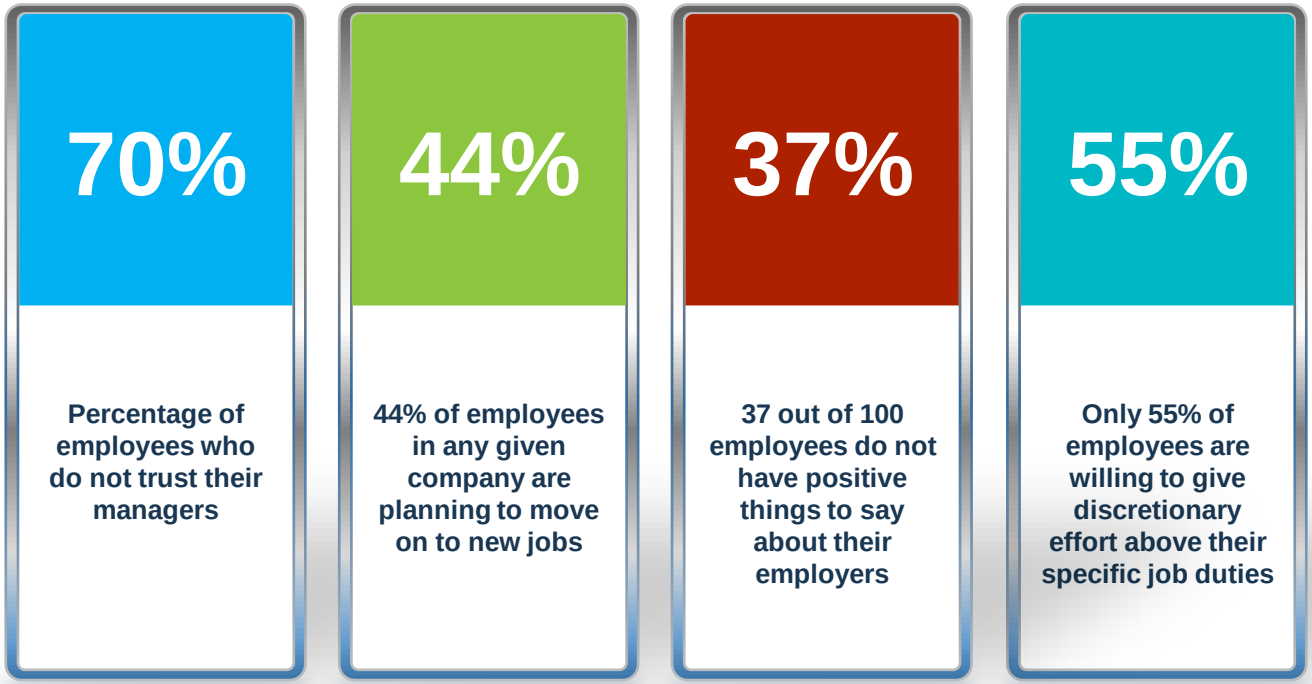
IMPROVE
COMMUNITY

Sharing our Learning, Resources and Ardour within society



A trusted Platform to challenge the Status Quo and Improve Employee Engagement

Consideration dramatically improves these numbers…



03

Consideration Framework...

Structure guided by...

ESG
Commitment

Elevate your organization's commitment to Environmental, Social, and Governance (ESG) principles, solving challenges and contributing to a sustainable future.

Values-Driven
Culture

Cultivate a workplace culture anchored in values and purpose, attracting top-tier talent and fostering an environment where every individual is integral to shaping success.

Consideration
as a Principle

Experience a dynamic platform that nurtures a culture of thriving engagement, innovation, and continuous improvement, propelling your organization towards excellence.

Critical Thinking

The *Consideration* process enables critical thinking and educates in the steps of clear explanation, helping people **not** to jump to solutions!

1. **Needs:** Do not start with Ideas. Determine all needs and ultimate outcome
2. **Reflect:** Consider each step in the process and how success is measured
3. **Describe:** The problem, root causes, the struggle, the progress to be made
4. **Explain:** In your solution, what is minimized, maximized or avoided to satisfy unmet needs
5. **Listen:** Share with others, co-create with their experience & expertise
6. **Know:** Learn who depends on information provided by the new way and why it is needed

Catalytic Questions...

We are devotees of Prof Hal Gregersen of MIT and his work on Catalytic Questions (*Questions are the Answer*). Such core questions – and more - can be asked to accelerate Innovation and Change:

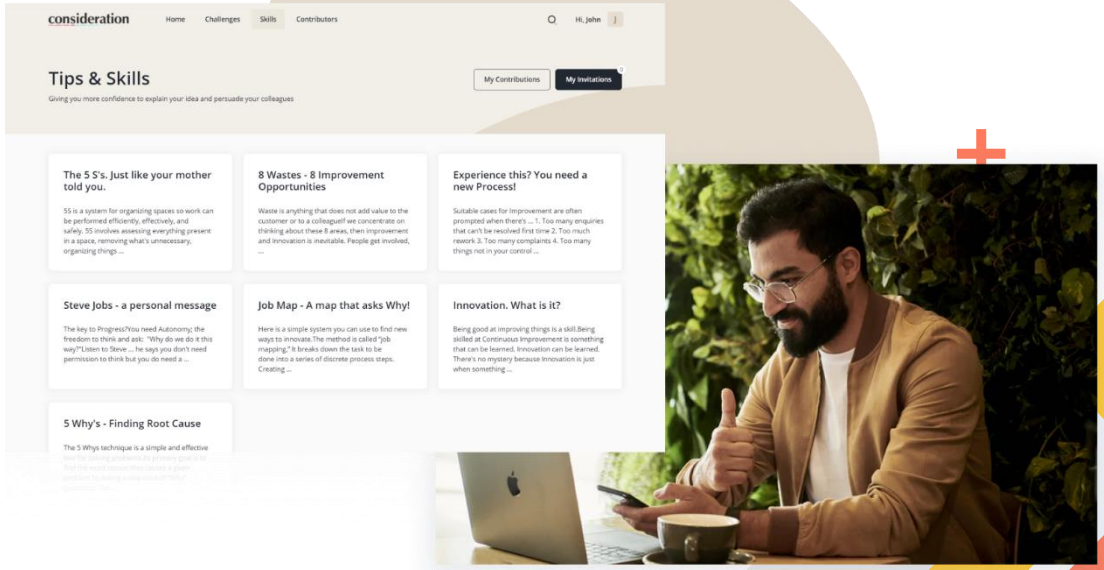
1. How do we **scale and structure** Innovation?
2. How do we free **ideas trapped in Silos**?
3. How do we build a **Culture of Employee Contribution**?
4. How do we validate and **prioritize the right Ideas**?

Education in the techniques of Continuous Improvement

The Consideration snippets
Bite sized chunks of practical, contextual information

Consideration improves the Improver!
Micro courses to help everyone get into the habit of seeing improvement opportunities

Consideration is a Knowledge Bank
Best Practice and Lessons Learnt

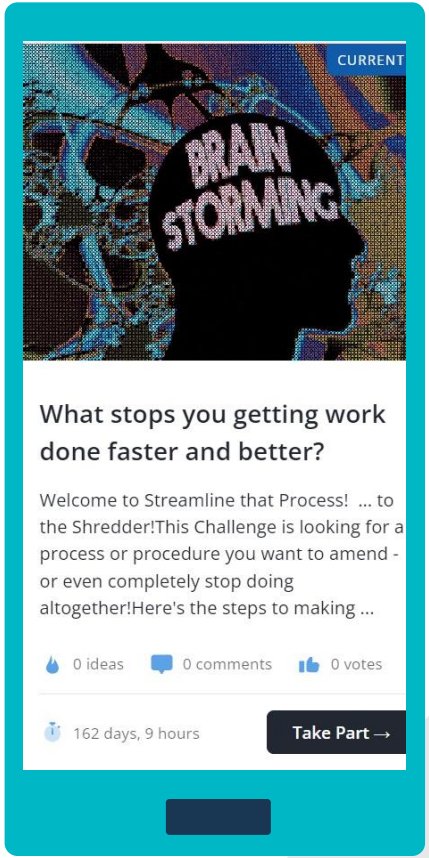


04

Consideration Process...

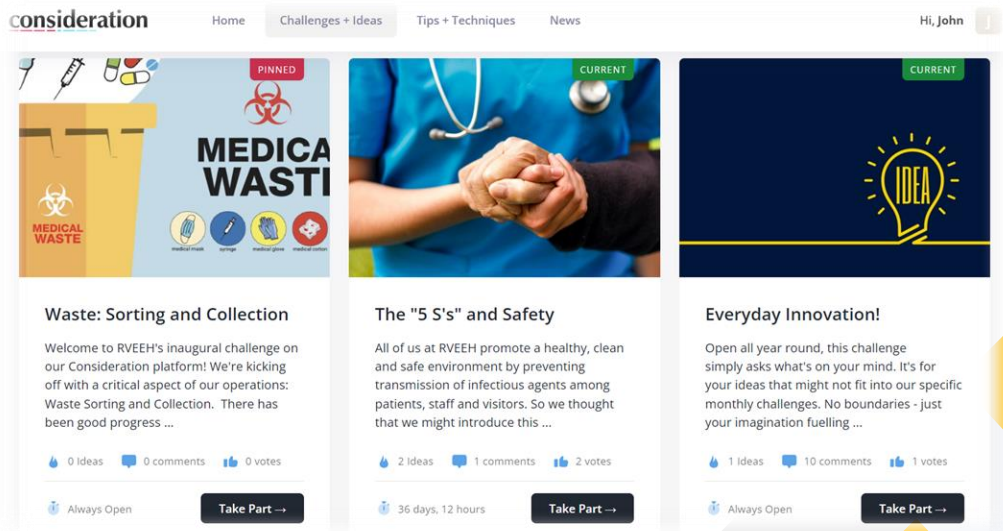
Consideration frames problems as Challenges

1. We make explanation systematic and simple
2. Involves everyone affected by change
3. Be assured that an idea submitted is the beginning, not the end of the process
4. Ask and answer one question at a time
5. Enable private idea sharing



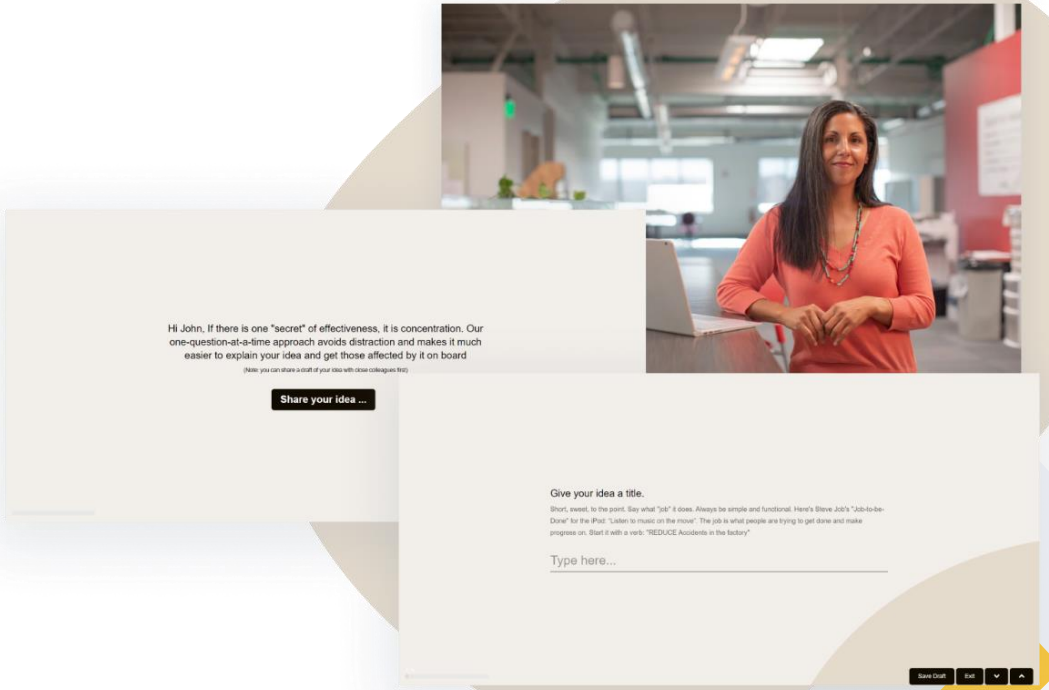
Diverse Challenges on crucial subjects are easily created

- Waste
- Energy
- Transportation
- Diversity
- Wellbeing
- Governance
- Artificial Intelligence



Consideration has a clear and compelling submission process

With *Consideration*, it's like having an experienced innovation coach helping you think clearly.



SUBMISSION

01

Employees share their idea or struggle

Automated alerts spark engagement

02

COMMUNICATION

DIALOGUE

03

Collaboration & conversation happens

Feedback collated & reviewed

04

STATUS & ACTION

05

Consideration ROI...

How many employees could become engaged in improvement?

Let's say it's **300** employees becoming *stakeholders*...

What could be the increase in improvements implemented per person each year?

2 is a very conservative number

What is the impact of each improvement?

Let's assume a modest **$1000** of savings by eliminating wasting of money, materials, brains and time

Annual Impact is therefore:

200 quality improvements

60 safety improvements

190 satisfaction improvements

$600,000

Annual Impact

Client Savings Example

In UK's largest Local Authority...

From all employee ideas implemented, we had 73 that saved us between 15 mins and 3 hours a week, ***amounting to £200,000*** *($287,100) of the total cash saved."*

"*By implementing* ***ideas that remove non-value activity from 35 peoples' work*** *processes, we saved £875,000 ($1,255,988) over 8 months*"

"60% of solutions have no cost or resource implications. The idea is discussed, improved, *co-created* and agreed, and … "we just did it!

We then promoted our success to motivate others!"

"I love those customizable questions that create conversations! And I like how you help and educate the submitter along the way. ***A unique approach*** *that we've bought into!"* Kenco, USA

Contact

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