



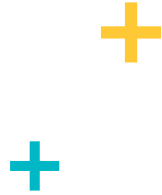
# Cultural Change, ESG and Sustainability

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

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



## INNOVATION

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

**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**



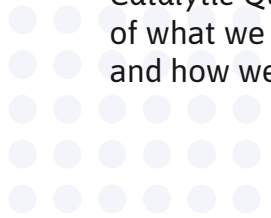


# Four Responsibilities - the foundation of Consideration...



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

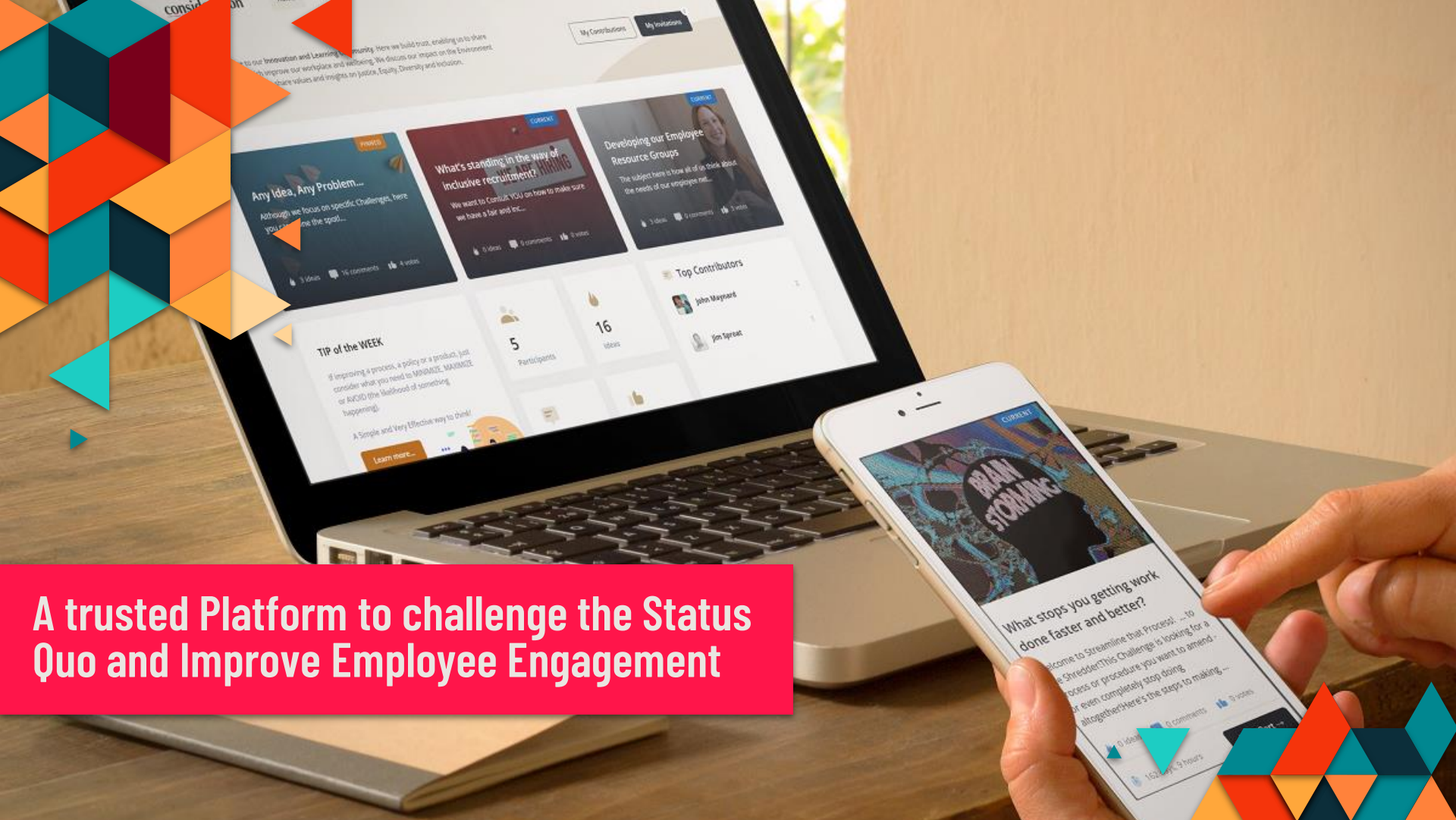
IMPROVE  
**OURSELVES**

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  
to our Innovation and Learning Community. Here we build trust, enabling us to share  
to improve our workplace and wellbeing. We discuss our impact on the Environment,  
share values and insights on Justice, Equity, Diversity and Inclusion.

My Contributions My Initiatives

**Any Idea, Any Problem...**  
Although we focus on specific Challenges, here  
YOU can be the spot...

3 ideas 16 comments 4 votes

**What's standing in the way of inclusive recruitment?**  
We want to Consult YOU on how to make sure  
we have a fair and etc...

4 ideas 0 comments 0 votes

**Developing our Employee Resource Groups**  
The subject here is how all of us think about  
the needs of our employee net...

3 ideas 0 comments 0 votes

**TIP of the WEEK**  
If improving a process, a policy or a product, just  
consider what you need to **MINIMIZE, MAXIMIZE**  
or **AVOID** (the likelihood of something  
happening).  
A Simple and Very Effective way to think!

Learn more...

5  
Participants

16  
Ideas

**Top Contributors**  
John Maynard  
Jim Sprent

**What stops you getting work done faster and better?**  
Welcome to Streamline that Process! ...to  
the Shredder! This Challenge is looking for a  
bias or procedure you want to amend ...  
or even completely stop doing  
altogether! Here's the steps to making ...

0 ideas 0 comments 0 votes  
162 views 9 hours

## Consideration dramatically improves these numbers...

**70%**

Percentage of employees who do not trust their managers

**44%**

44% of employees in any given company are planning to move on to new jobs

**37%**

37 out of 100 employees do not have positive things to say about their employers

**55%**

Only 55% of employees are willing to give discretionary effort above their specific job duties



03

**Consideration  
Framework...**





## + Structure guided by...



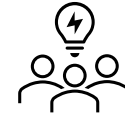
### **ESG** Commitment

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

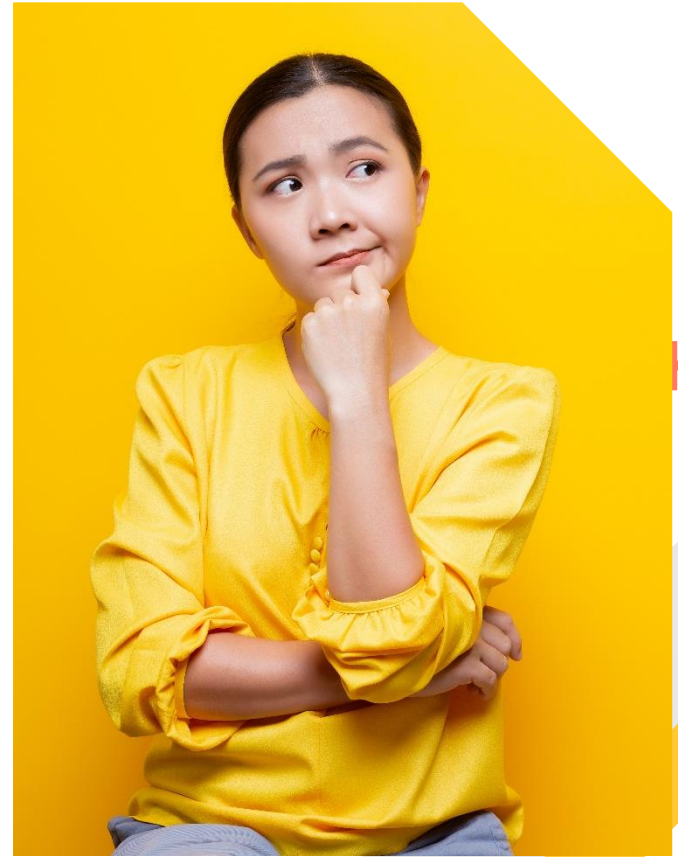
Experience a dynamic platform that nurtures a culture of **thriving engagement**, innovation, and continuous improvement, propelling your organization towards excellence.



# 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:

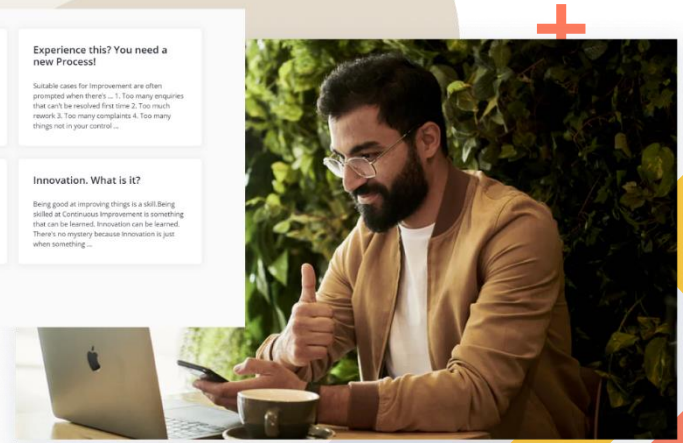
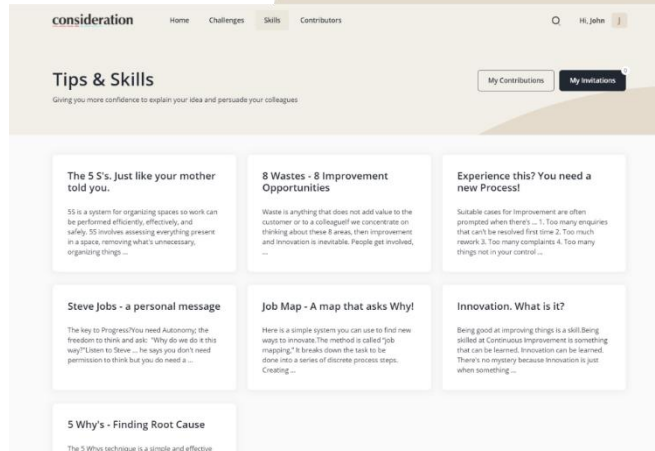
1. How do we **scale and structure** Innovation?
2. How do we free **ideas trapped in Silos**?
3. How do we build a **Culture of Employee Contribution**?
4. How do we validate and **prioritize the right Ideas**?

# 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...**

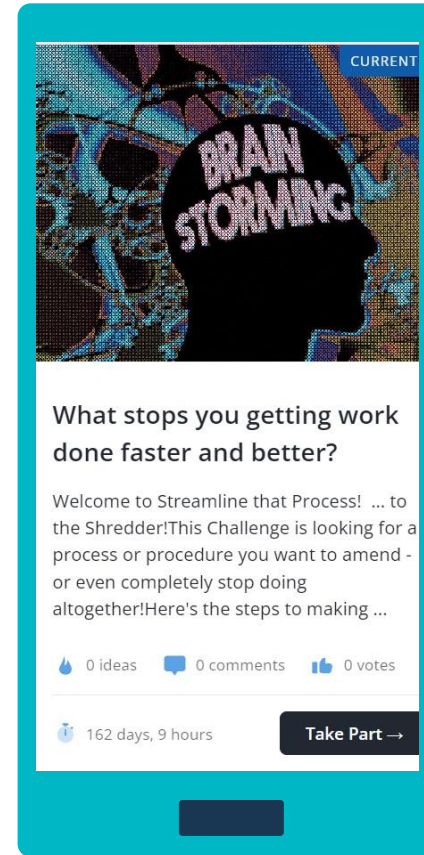
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# Consideration frames problems as Challenges

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

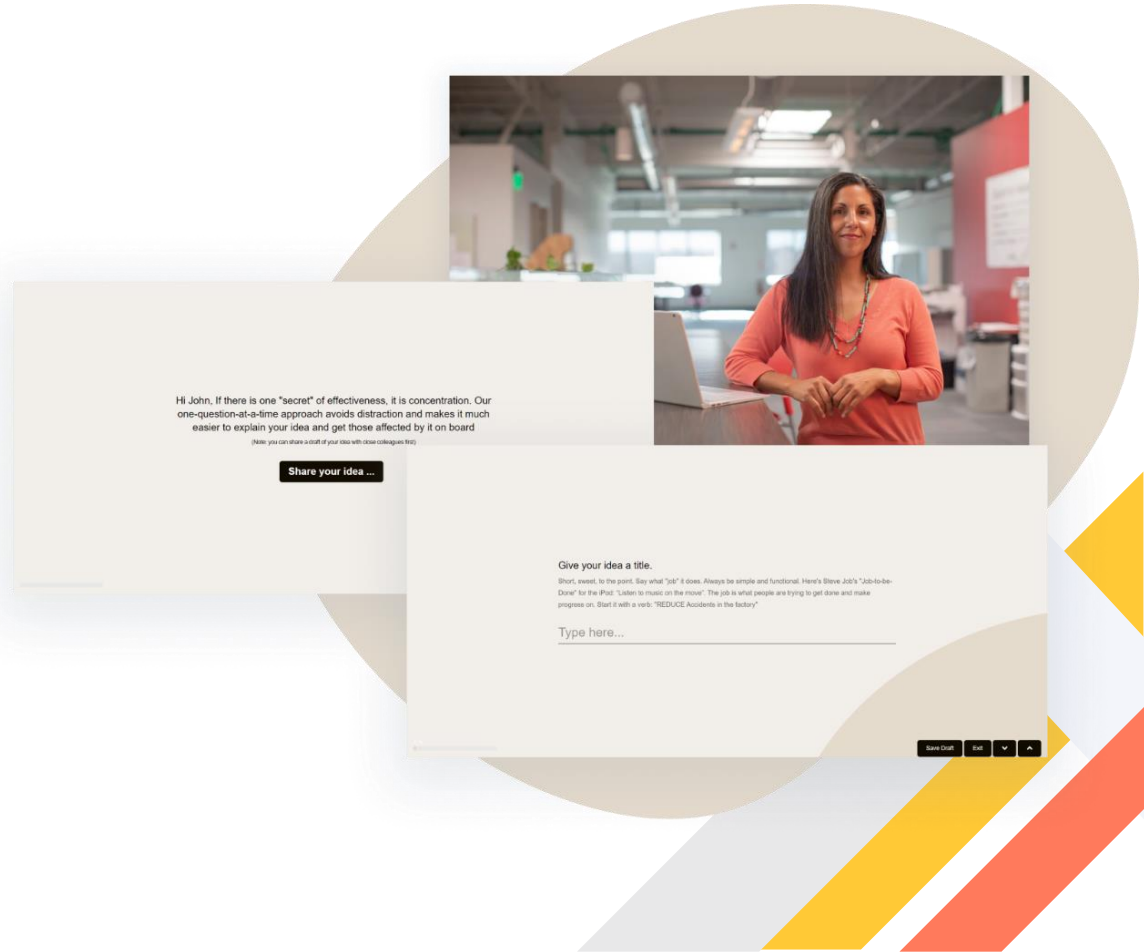
The screenshot displays the 'consideration' platform interface. At the top, there is a navigation bar with 'Home', 'Challenges + Ideas', 'Tips + Techniques', and 'News'. The user 'John' is logged in. Three challenge cards are visible:

- Waste: Sorting and Collection** (Pinned): Features an image of a yellow medical waste bin. The text reads: "Welcome to RVEEH's inaugural challenge on our Consideration platform! We're kicking off with a critical aspect of our operations: Waste Sorting and Collection. There has been good progress ...". It shows 0 ideas, 0 comments, and 0 votes. The status is 'Always Open' with a 'Take Part' button.
- The "5 S's" and Safety** (Current): Features an image of two healthcare workers in blue scrubs shaking hands. The text reads: "All of us at RVEEH promote a healthy, clean and safe environment by preventing transmission of infectious agents among patients, staff and visitors. So we thought that we might introduce this ...". It shows 2 ideas, 1 comment, and 2 votes. The status is '36 days, 12 hours' with a 'Take Part' button.
- Everyday Innovation!** (Current): Features an image of a glowing lightbulb. The text reads: "Open all year round, this challenge simply asks what's on your mind. It's for your ideas that might not fit into our specific monthly challenges. No boundaries - just your imagination fuelling ...". It shows 1 idea, 10 comments, and 1 vote. The status is 'Always Open' with a 'Take Part' button.



# 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."



**"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!"



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



**"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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