



Cultural Needs Assessment Services

Grow Transform Belong CIC

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Growing people, transforming organisations, to achieve belonging.

Grow Transform Belong (GTB) is a Community Interest Company that strives to serve the community by providing services that empower people and organizations, to grow and connect. The vision of GTB CIC is to create an inclusive and safe community, uniting with like-minded people, to make a collective impact.

Our Principles of Growth



Our Services

Grow Transform Belong CIC offers cultural assessments, for organisations who want to learn about how they can use their resources most effectively, by tackling the root cultural issues that may have developed. These issues can be:

- Poor performance in staff
- Poor retention of staff
- A disengaged workforce
- Cynicism and a negative attitude towards change
- High levels of conflict, discrimination and harrassment.

A cultural assessment will not only provide an orgaaisation with a greater insight into these issues and a greater understanding on why they have emerged, but useful and practical support to address these issues, to make sustainable and lasting changes.

Our Approach

Every cultural assessment holds these key principles:

- We involve and represent all parts of the organisation in the scope of the assessment
- We have specialist cultural researchers
- We focus on the strengths of an organisation as well as the root causes to issues- we are on your side!
- We are non-judgemental and supportive, because we care.
- We will deliver the assessment in the easiest way, to fit around you.
- We will create a realistic action plan to help you address any cultural challenges.

Cultural Assessment

The following outcomes are expected from a Cultural Needs Assessment:

- o To gain a clear picture on the needs of staff (and the whole organisation)
- o To gain a deep knowledge of the root causes of issues
- o To create an independent space for people to share their views, bringing hope.
- o To capture solutions from a range of perspectives, building legitimacy in leadership.
- o To understand what drives a positive culture and performance.
- o To understand what obstacles exist, that can get in the way of organisational growth and performance.

Cultural Assessment Package

Our package includes:

- **All consultancy fees required to do the job properly**
- **A systematic cultural assessment report**
- **A growth action plan**
- **Two debrief sessions- one to senior leaders and one for those involved in the assessment**
- **All travel expenses, materials and subsistence**

Please contact us via our website for more information or info@growtransformbelong.com for a free initial consultation.



The Growth Alliance

“Working together to reduce social harm and promote social good, for all”.



The **Growth Alliance** is a collection of like-minded people and organisations, who are passionate about promoting social good and reducing social harm in communities. Organisations are welcome to join the Growth Alliance, to demonstrate their ethical and social responsibility, and their commitment to driving positive social change together.

To join, please visit our website on www.penalreformsolutions.com or www.growtransformbelong.com

Why choose GTB CIC?

“We believe that by uniting and working towards a shared purpose; we can make a difference, to create a more equitable society where everyone has the opportunity to grow and reach their potential”

We are highly specialised and experienced in this work.

We are a safe pair of hands and have all the structures in place to achieve this piece of work.

We are passionate about helping you make things better for your local community.

We are using tried and tested methods to bring about betterment.

We know what we are doing.

