



Organisational Toolkit™

Your Day-2

Powered by humaninsight



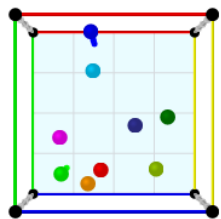
Evolving for tomorrow

Your Day-2

Day-2 builds partnerships around trust, evolving organisational strategies for the challenges of tomorrow.

We help you evolve your operational and people requirements in a way that achieves your strategic objectives, and creates a high performing environment that evaluates, attracts and retains industry leading talent.

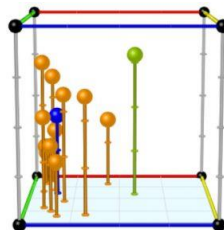
Our people combine their wealth of experience gained from complex business environments with our trademarked executive search processes and accredited Organisational Toolkit™:



AEM-Cube®



Qi Index



ACT-Cube®



The Intelligent Client Framework™

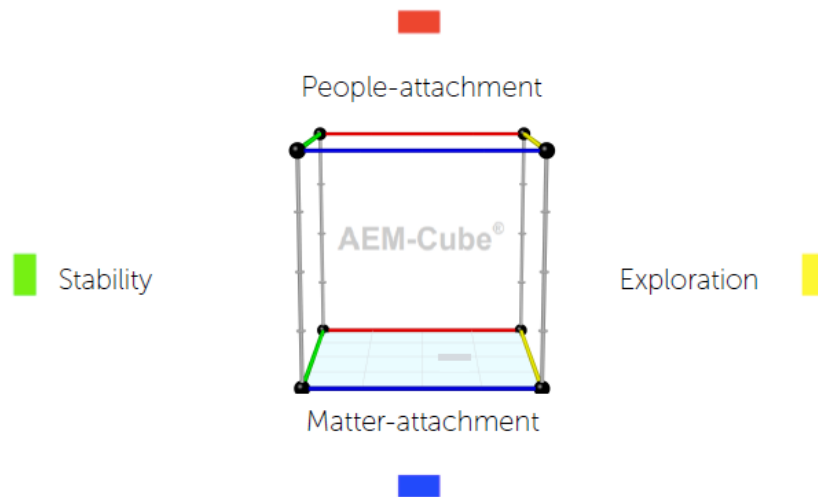


AEM-Cube®

Your Day-2

The AEM-Cube® is a globally implemented assessment tool that helps individuals and teams to achieve their strategic goals by mapping individuals' natural contributions to growth and change.

It gives insight into the optimal contribution of an individual or team to performance. It also measures and predicts the dynamics in a team or organisation by visualising their cognitive and strategic diversity. This valuable information can help to enable sustainable growth and performance.



- **Attachment:** is the instinctive drive to develop, with either “people” or “matter”, in order to derive a sense of security.
- **Exploration:** is the instinctive drive to “go beyond what we already know, without necessarily knowing what we will find”. It is the instinct to explore.
- **Managing Complex System:** is the way people apply their life experiences to cope with ever-increasing amounts of complexity in their environment.

QI Index

Your Day-2

The Qi Index is developed by David Lewis (London Business School) and Alison Reynolds (Ashridge Executive Education) to make organisations more able to adapt to change. Their research found that the quality of interaction in a team or organisation is vital in delivering its strategy.

It analyses an organisational culture by measuring the perceived cognitive diversity and psychological safety in the current and desired environment. It helps organisations to gain more value from future threats and opportunities.

Qi Position

Generative factor = 3.70



Qi Spread

Generative factor = 3.70, standard deviation = 2.82



An example of Qi analysis:

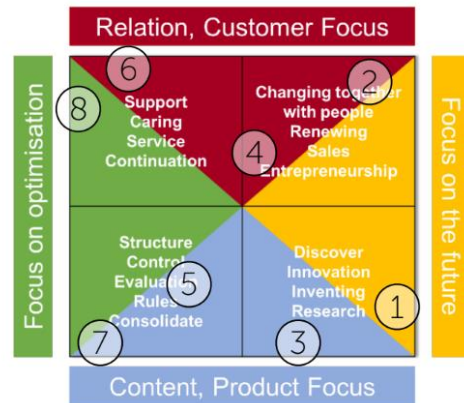
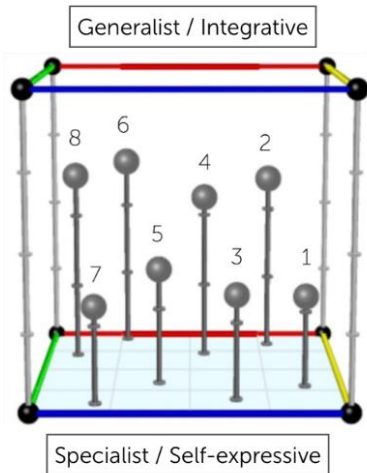
- The average position and statistical spread of the whole group regarding the group's adaptability;
- A summary of the dominant emotions, behaviours and cultural characteristics of the group;
- Suggestions for focusing on certain areas, for example critical interactions that contribute to psychological safety and an inclusive culture.

ACT-Cube®

Your Day-2

The ACT-Cube® is a globally implemented strategic assessment tool that helps teams, business units and organisations achieve their desired strategic outcomes.

Both in identifying the performance characteristics of a team or business unit and in visualising and predicting the quality of the organisational culture and interactions, the ACT-Cube® consistently delivers practical, measurable results.



A 3-dimensional instrument for mapping business units and visualising organisational culture, based on the three concepts of **'Attachment'**, **'Consistency'** and **'Time'**.

Optimally suited for internal use within organisations looking to expand their capability around culture and strategy in an analytical yet practical manner.

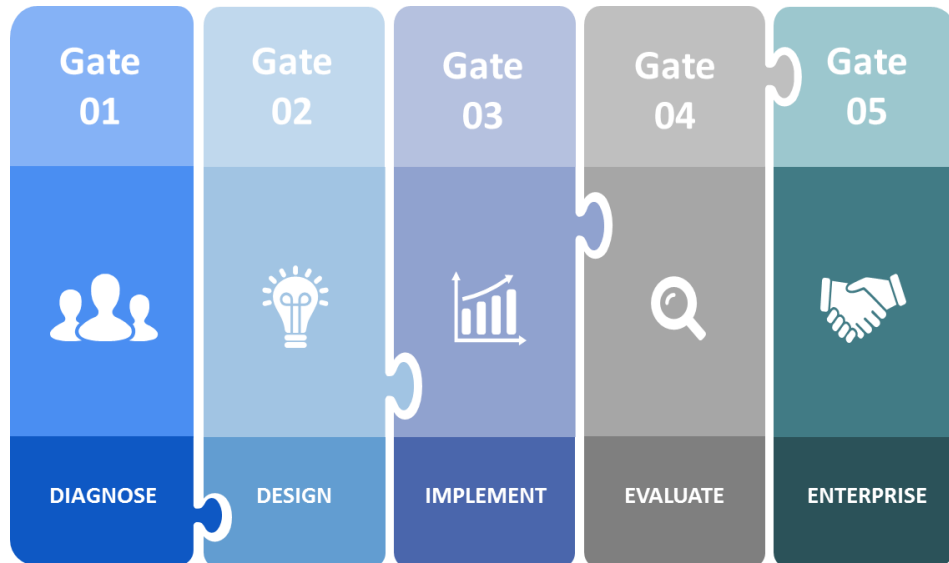
Will predict organisational performance and strategy, execute change management and help build a sustainable organisational culture.

The Intelligent Client Framework™

Your Day-2

The Intelligent Client Framework™ maintains the level of engagement a client requires to ensure all facets of a change programme are qualified, defined and controlled at all times.

Our Partners have a wealth of experience gained from complex business environments that allows for objectivity whilst remaining aligned to an organisations performance and outcome-based success factors.



The Intelligent Client Framework™ has been designed to maximise the effectiveness of an organisations decision making process.

It houses our toolkit, enabling tactical and strategic decisions to take place against the backdrop of structured, predictable and holistic execution strategies.