



## Congratulations on taking your first step towards building a Cohesion Culture!

### What is a Cohesion Culture?

It's an environment where all employees have a sense of belonging, feel valued and make a commitment to organizational success because their leaders have committed to their success.

## Check out your quiz results below

and the immediate steps you can take to shift your organization into a "Best Places to Work."

### 0 - 49%

### You're in the danger zone.

Your score indicates an organization that is missing opportunities for employees to feel a sense of belonging, where they feel valued, and as a result, are willing to commit to mutual success. It is most likely that your team's core values are either ineffective or not understood, so they are not being practiced in positive workday behaviors. There is a good chance that your talent does not see a clear path for career growth within your organization. Don't fret. It is always possible to reshape your culture, so your best employees will want to stay.

Reach out to Dr. Troy right away to put your organization on the path to a Cohesion Culture.

### 50 - 79%

### You're on the way (but could use a boost).

Your score reveals that you have some critical components of a Cohesion Culture in place. That's good. So what could be improved? Here are some questions to ask yourself:

- Can our senior leaders do a better job of actively engaging with employees, so they feel more valued?
- When asked, can a teammate accurately describe our core values?
- Is the mood in our hallways friendly and affirming?
- How well do we understand each employee's personal and professional goals?
- Are we taking advantage of Mentoring Programs, Organizational Internships, and Executive Coaching to build career paths for our talent?

If you lack clarity and vision in your answers, you deserve to chat with Dr. Troy. He can help you understand the Talent Retention Model and apply it to keep your best employees.

### 80 - 100%

### You own it.

Your score demonstrates that a Cohesion Culture most likely exists within your organization. Bravo, this is a rare achievement! With that said, in today's competitive environment for talent, it is important not to be complacent. What are your C-Suite Executive Team and Senior HR Leaders doing to maintain and build a culture where employees want to stick around? Quite often, a plan is needed, especially if you're going to be considered a "Best Places to Work." Dr. Troy meets with corporate leaders across the globe and advises them on how to build a strategy that ensures a Cohesion Culture to retain your top talent.

Reach out to Dr. Troy today to set up one of his C-Suite Talent Brainstorms.

## To unlock the strategy of creating a Cohesion Culture™ and transform your organization, order Dr. Troy's book here:

[WWW.DRTROYHALL.COM/COHESION-CULTURE-BOOK](http://WWW.DRTROYHALL.COM/COHESION-CULTURE-BOOK)



### About Dr. Troy

Dr. Troy Hall is the Chief Strategy Officer for South Carolina Federal Credit Union, a \$1.8B financial cooperative with over 165,000 members. With a Ph.D. in Global Leadership and Entrepreneurship, Dr. Troy has earned the designation as an International Development Educator. He is the author of *Cohesion Culture: Proven Principles to Retain Top Talent*, a guide to retaining valuable employees and becoming a "Best Places to Work."

