

Shift Consulting engages organizations by accessing stories embedded in the organizational culture, offering training, tools, and thinking models that produce results through shifting the story through design. If any of these stories sound like your organization, contact us and see how we can help you create a different story and design an organization ready for growth.

SOME OF THE STORIES ORGANIZATIONS TELL INCLUDE:

<p>The Story of the Missing Skill Set</p>	<p>Organizations can limit their potential growth by allowing people to grow into promotions rather than preparing new skill sets prior to new roles.</p>
<p>The Story of the Family Business</p>	<p>Organizations can be grown by pure grit and effort, or with a dynamic personality, but rarely are these organizations passed on with value because the value leaves with the individual that provided the grit and dynamism.</p>
<p>The Story of the Business with Growing Pains</p>	<p>Organizational effectiveness can be slowed by systems that do not allow its values to be passed on and embedded at the same rate it is growing and hiring.</p>
<p>The Story of the Forgotten Client</p>	<p>Organizations that are layered or play a role as an in-between service provider often miss opportunity by looking to serve end users well, but missing the chance to serve the people they directly serve just as thoughtfully.</p>
<p>The Story of the Half Brained Organization</p>	<p>Does the organization you work in first create systems or first consider the people working there?</p>
<p>The Story of the Disengaged Team</p>	<p>We pay well, we have a pool table, and couches too...so why are people not happy?</p>
<p>The Story of the Untended Culture</p>	<p>A culture will form in your organization, intended or no. Learn your culture to find people better suited to the business, and help initiatives land more effectively by operating within understood cultural 'norms'.</p>

The Story of the Forgotten Family Reunion	Isolation and ineffective communication techniques can limit highly effective people to average results. This can be fixed through holding ‘family reunions’.
The Story of the Overused Turnstile	How much could your organization improve in morale and bottom line performance if attrition rates were cut in half?
The Story of the Operations that Weren’t	Operational effectiveness can be compromised when organizations think that a memo, an email, or even a direct order constitutes effective communication, leading to unmet expectations.
The Story of the Loose Foundation	Build your organization on people with people skill and commitment to your core values. Hire for character, people skill and strategic ability and teach the operational skill.
The Story of the Lost Why	Organizations that do not operate out of values will find it difficult to keep employees, interest clients in the long term, or be anything more than average in the marketplace.
The Story of the Neglected Motivation Station	Organizations that are using any kind of incentive or motivational program need to ask why people became demotivated in the first place.
The Story of the Misused ‘Firelighter’	All organizations have people who are excellent influencers; ensure their efforts are working for your business.
The Story of the Treading Water Team	A lack of sickness does not mean health; take your organization from “things are okay” to world class by proactively embedding tools that empower, motivate, and create a learning culture.
The Story of the Risky Business	A lack of absolute clarity and purpose, or a lack of a filter for decision making can cause employees to make decisions in the interest of only the business, the customer, or self, instead of all three.