



*We help you develop your people, no matter their location, and create an agile culture to meet the shifting needs of all stakeholders in our volatile hybrid world .*

## The Problem

Your reason for being in business - Your Purpose - and Values become separated from day to day tasks and actions in the fight to achieve goals and targets. They risk becoming vague concepts unrelated to daily life and lose their meaning and power to engage, involve, motivate and align individuals and organisations to their mission. Being values-led is vital for:

**Survival** - The short answer to the question above is survival. If you don't change to a values-based organisation—one that aligns its corporate values with its employees' values—you will not survive. Slowly but surely the disconnection of values erodes the foundation of any organisation.

**Cost** - If you have a toxic culture, one which drives away good people with solid values, it can cost you millions. Based upon research from Bradford Smart in his book 'Top Grading', losing one of your top people can cost you upwards of 24 times their salary.

**Reputation** - increasingly we are becoming switched on to organisations that think and act ethically and increasingly switched off to organisations that act unethically – look at the cases in the press just recently and the impact that unethical thinking and acting has had on reputation, revenue and survival.

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## Our Services

### Talent and Values Benchmarking for:

- ◇ Recruitment
- ◇ Succession Planning
- ◇ Current and Ongoing Needs Analysis
- ◇ On-boarding new-recruits and line managers

### Culture and Values Benchmarking for:

- ◇ Compliance
- ◇ High-Trust Roles
- ◇ People Risk Analysis
- ◇ Equality, Diversity and Inclusivity
- ◇ Client Relationship
- ◇ Supply Chain

## FACT SHEET

# Catapult Solutions

Protecting your Reputation through Right Values,  
Right Risk and Right People



## Our Solution

Your Culture is the reason why people buy from you, supply to you, invest in you, join you, perform well for you and stay with you. Our aim is to help you create that culture by ensuring you have the Right Values, Right Risk and Right People.

Using Research Philosopher and Nobel Prize-nominated Dr. Robert S. Hartman's work in Value Science, and 'Axiometrics', the resulting precise and objective profiling tool as a foundation for our approach, we work with organisations, teams and individuals to define, analyse and develop:

**Right Values** - Define the right values for your organisation and ensure you recruit and retain the right people to deliver your purpose and values. Identify the value talent and decision-making capabilities of your people in line with these values.

**Right Risk** - Take a Values-based approach to people -risk using a reliable, 'ungameable', repeatable means to measure individual, team and organisational levels of risk plus bespoke strategies where risk thresholds are exceeded.

**Right People** - Get the right people in the right seats irrespective of age, race, gender or disability and based on their talents; how able they are to access their talents and their potential to develop the talents needed to thrive and prosper in a given role, team within your organisation.

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### Performance Improvement interventions:

- ◇ Team Dynamics Analysis and Development
- ◇ Individual Analysis and Feedback
- ◇ Values and Competency Workshops
- ◇ Innovative Problem Solving Workshops
- ◇ On-going Coaching
- ◇ Coach and Mentor Matching
- ◇ Training
- ◇ Workshops Leadership Development for current and future needs effective problem solving.

