

# WorkLore



## Overview

WorkLore is an organizational effectiveness consulting firm dedicated to helping leaders and teams increase the engagement, integrity and alignment that enable them to generate extraordinary value for themselves, their organizations, and the larger world.

Since 1993, we have assisted visionary organizations in a variety of industries, helping them understand and close the gaps between their missions or strategies and reality-on-the-ground so their efforts translate into greater impact and results.

## Services

Our services help you strengthen your ability to execute and innovate by creating the conditions for greater initiative, engagement and ownership.

### **Employee Engagement Opportunity Scans**

A toolkit and simple 3-step process for line leaders to diagnose and address specific engagement and alignment issues on their teams – as part of an ongoing management process. Surfaces specific opportunities for improvement, including what to *stop* doing and which commitments to renegotiate.

### **Cross-functional Task Forces**

A targeted approach to strengthening collaboration and designing more effective processes across functions, business units or geographic divisions.

### **High-engagement Change Methods**

A repertoire of high-engagement approaches to building shared commitment to an organizational change, in ways that leverage critical best practices from the past. Applicable to high-functioning teams or difficult environments.

### **Engagement Skills for Leaders & Team Members**

One-on-one coaching or clinics for leaders or team members on the skills necessary for building shared leadership, initiative and ownership, up, down and across the organization. Includes toolkits for leaders and team members.

### **Learning Communities & Knowledge-bases**

Activities and templates for cross-functional groups to gather, distill, and publicize best practices in strategic competency areas.

## Selected Clients

Intuit	Skillssoft
Hewlett Packard	Eli Lilly
Stanford University	Kaiser-Permanente
CDM Inc	Merck
CTB/McGraw-Hill	Microsoft
Archstone-Smith Real Estate	Sun Microsystems

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## Tools

WorkLore has developed a number of proprietary tools to assist our clients, including:

- **Engagement Opportunity Scan** (*Online*)
- **Engagement Toolkits** (*For Leaders and Team Members*)
- **Recurring Issue Diagnostic Chart**
- **Group Problem-solving Templates**
- **Peer-to-peer Coaching Activity Guides**
- **Personal Change Management Guide**
- **Personal Foundations Diagnostic** (*Online – foundations for positive engagement*)

## Perspective

Our perspective is informed by 20 years of hands-on consulting in the operations of over a dozen industries, diagnosing and addressing recurring problems and surfacing hidden opportunities to accelerate progress. What we have learned is that **reality-on-the-ground is often quite different from the official story** -- and hides tremendous opportunity for innovation and long-term solutions to recurring issues.



Co-founder Elizabeth Doty's book, **The Compromise Trap: How to Thrive at Work without Selling your Soul** ([compromisetraps.com](http://compromisetraps.com)), outlines the self-destructive patterns that cause individuals and organizations to miss these opportunities for innovation and lasting solutions and how to free yourself to take creative action.

*"I recommend this book highly." —William Ury, co-author of Getting to Yes*

## Distinctive Capabilities

WorkLore is an affiliation of 14 consultants brought together by co-founder Elizabeth Doty. Each of us brings a "spike" in one or more specialties related to building engagement, integrity and alignment:

- Systems thinking/re-designing organizational patterns
- Change leadership
- Engaged followership
- Dialogue and high-engagement conversations
- Conflict, compromise and collaboration skills
- Group problem-solving and collaborative design
- Ethics, values, and organizational integrity practices

In addition, we draw on other world-class practices including: customer experience management, process improvement and Six Sigma methods, experiential learning design, metrics and ROI scenario-calculators.

## Typical Client Challenges

Our clients typically come to us with issues centering around one of four challenges:

- Achieving Engagement, Ownership & Alignment
- Complexity, Overload & Managing Constant Change
- Coordination Across Units or Functions
- Pressure to Compromise Values & Standards

For more information or client references, please contact Stephanie Tristan at [stristan@worklore.com](mailto:stristan@worklore.com) or call 888-WorkLore.

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