



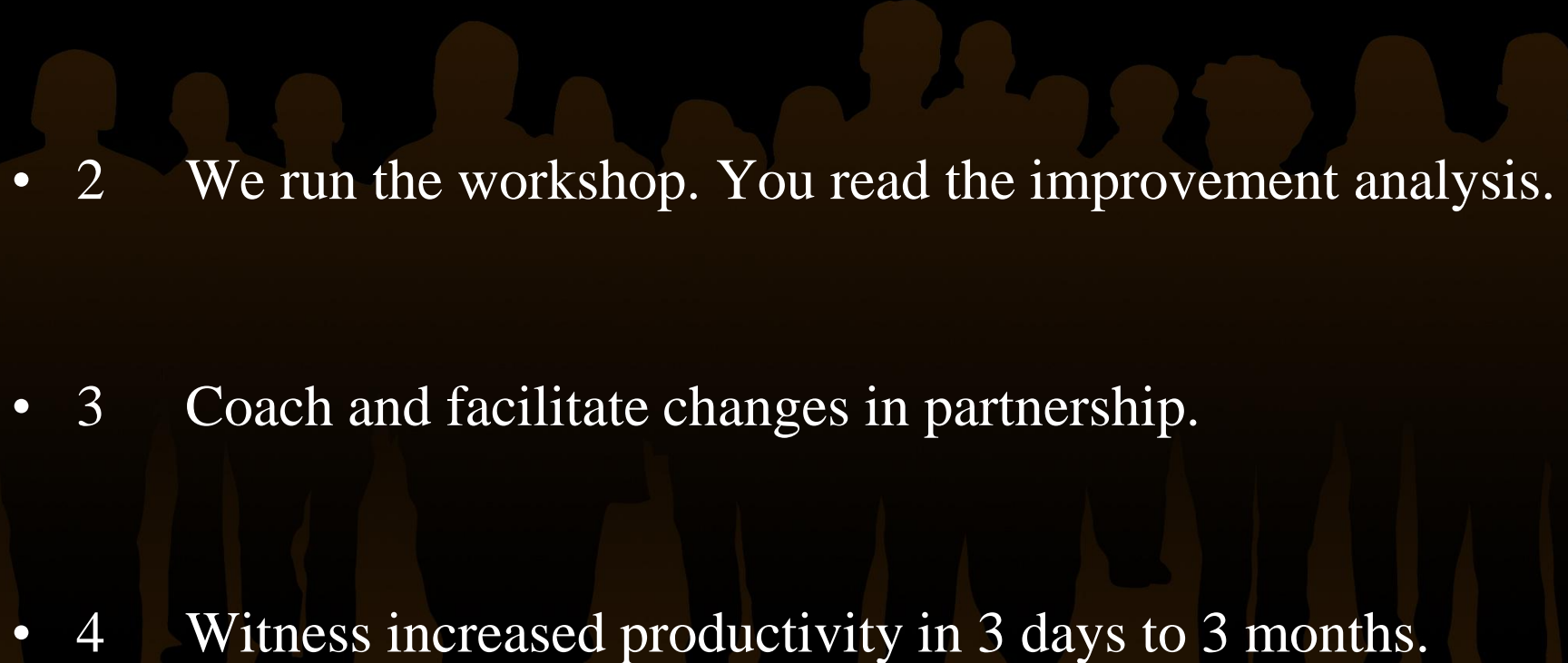
COMSCIENTIA



The **BHE** Process Overview

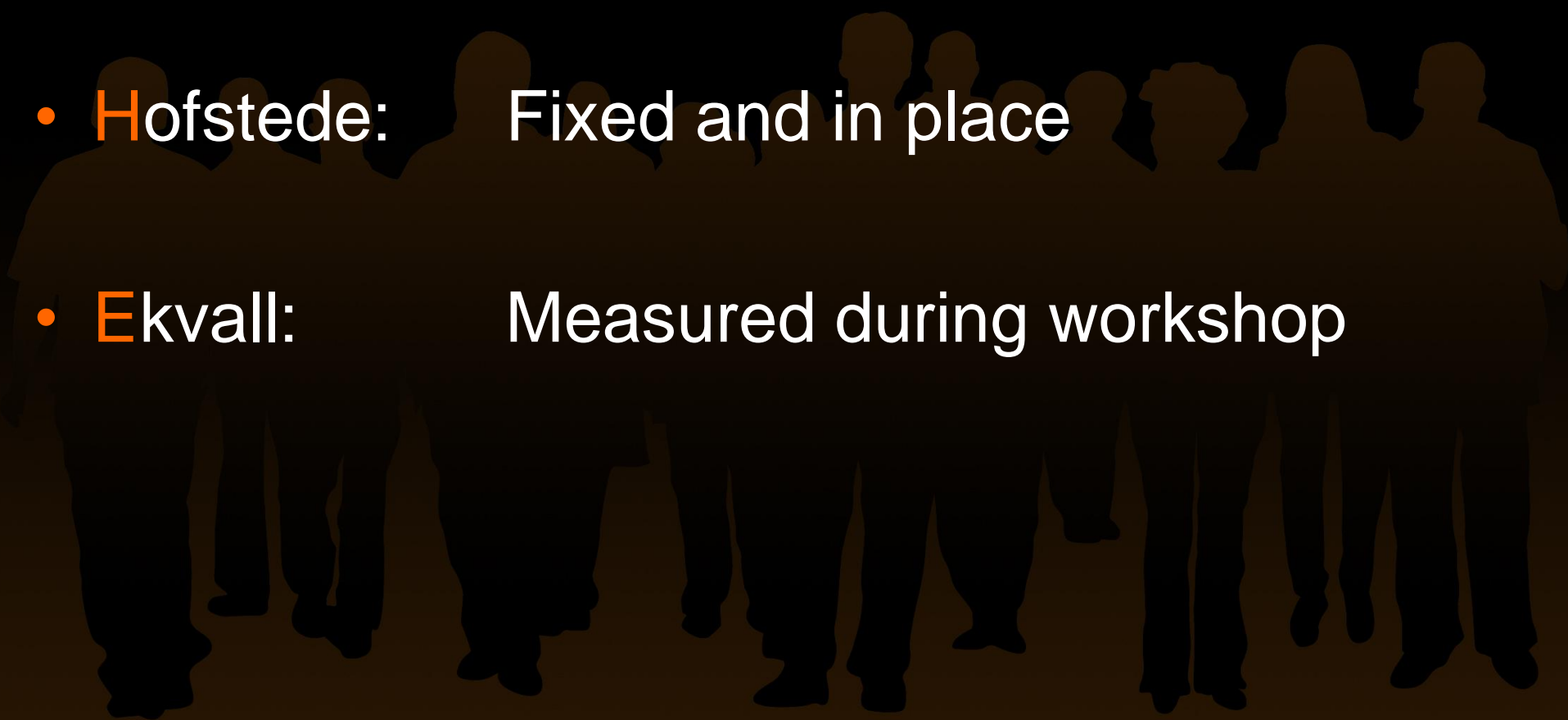
July 2013

BHE steps to success

- 1 Measure Culture, Climate and Roles.
 - 2 We run the workshop. You read the improvement analysis.
 - 3 Coach and facilitate changes in partnership.
 - 4 Witness increased productivity in 3 days to 3 months.
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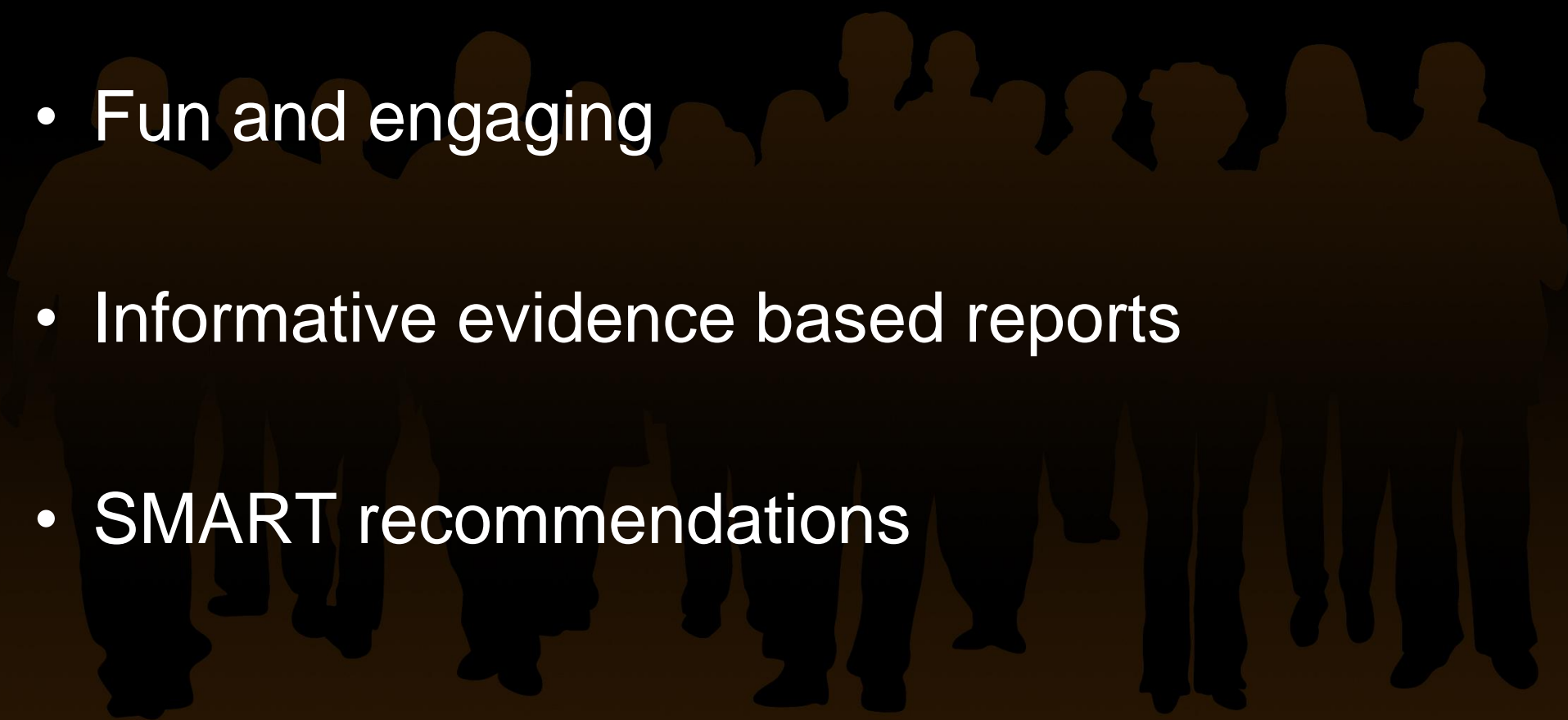
BHE Measurements

- **B**elbin: Measured before workshop
- **H**ofstede: Fixed and in place
- **E**kvall: Measured during workshop



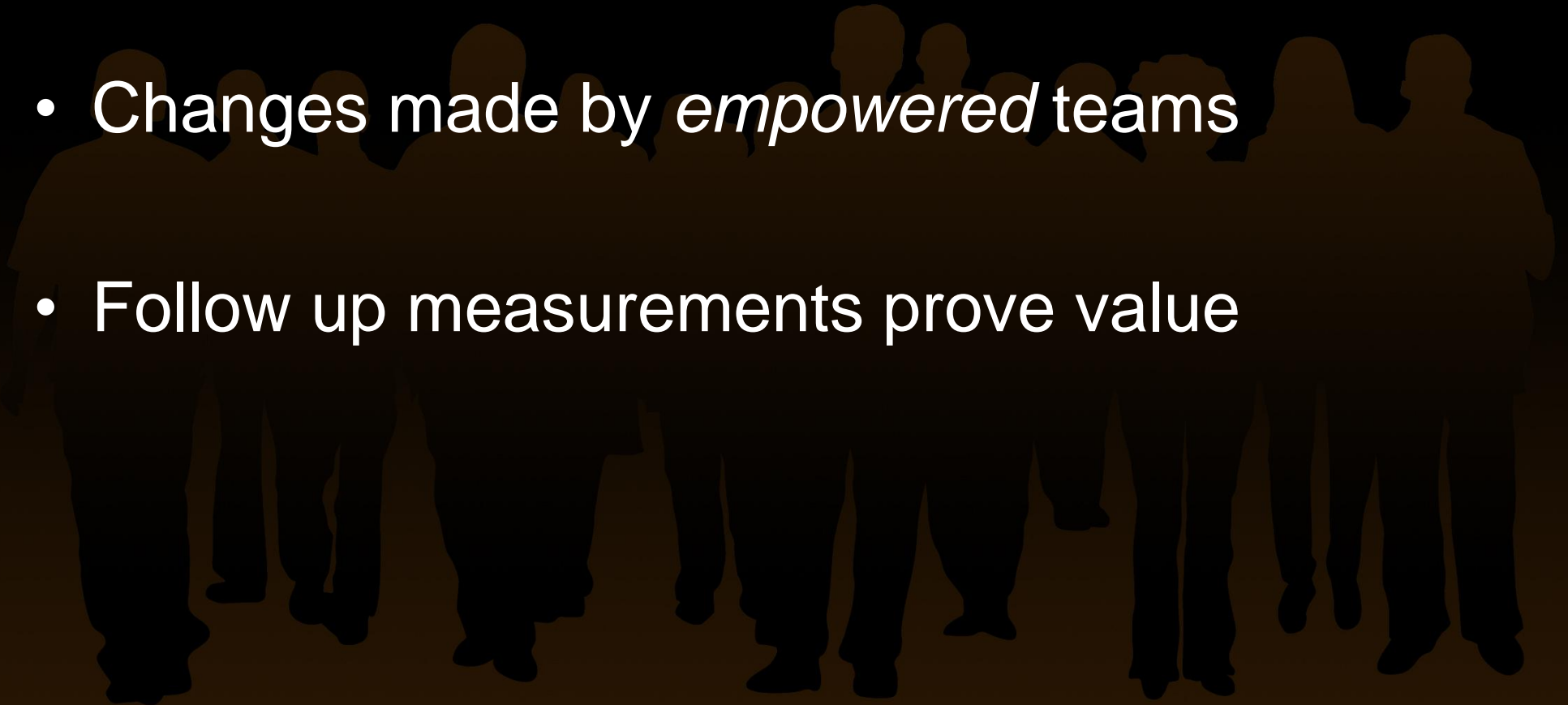
Workshop

- Tailored to your needs
- Fun and engaging
- Informative evidence based reports
- SMART recommendations



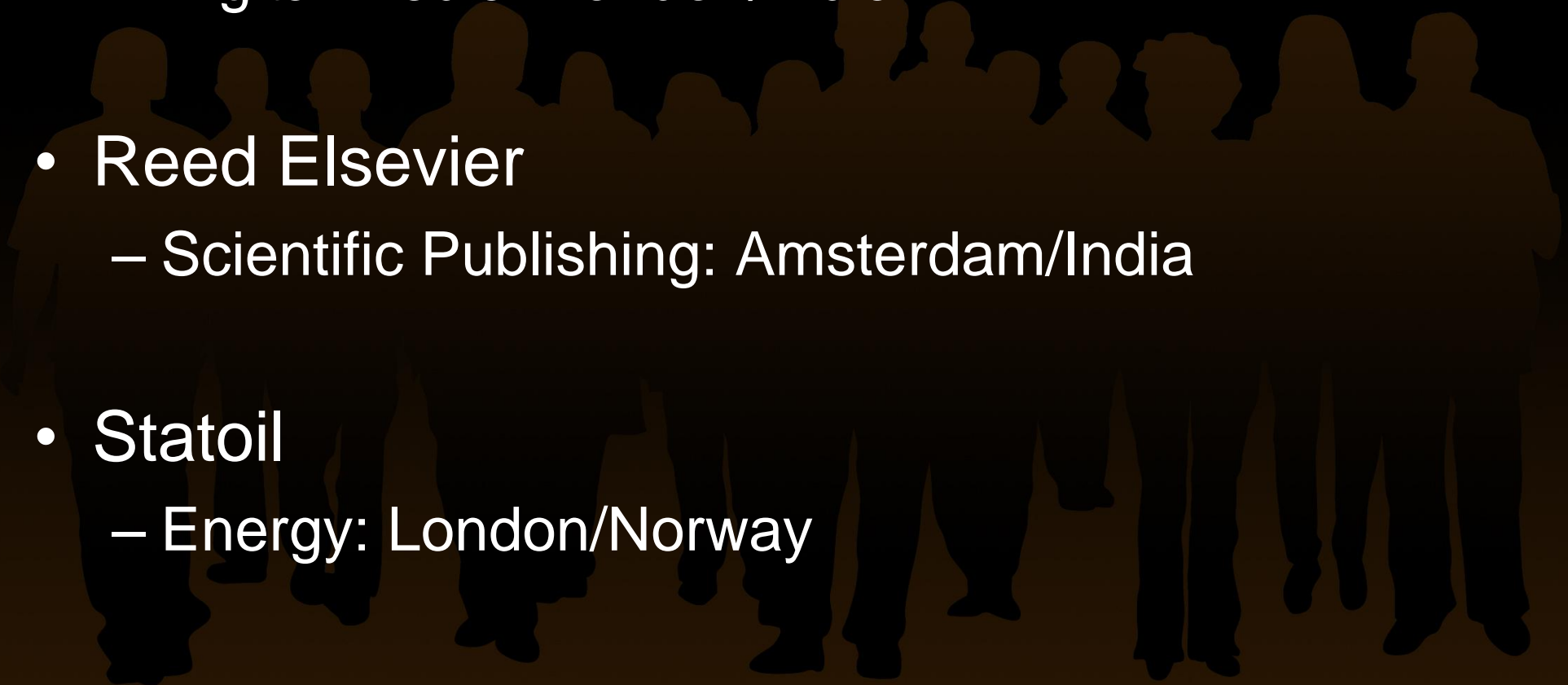
Make the changes

- BHE is process agnostic. Puts people first.
- Changes made by *empowered* teams
- Follow up measurements prove value



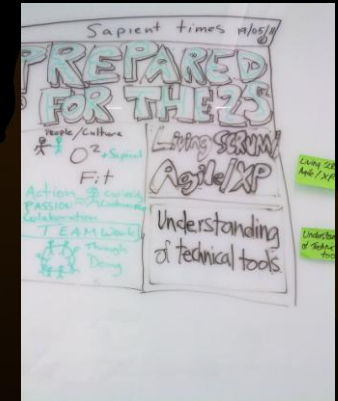
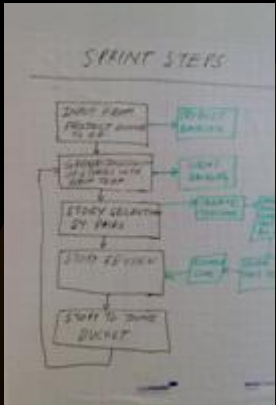
BHE Success stories

- Sapient Nitro
 - Digital Media: London/India
- Reed Elsevier
 - Scientific Publishing: Amsterdam/India
- Statoil
 - Energy: London/Norway



Sapient Nitro

- Workshop in action



- Starting from a team *process* flow we arrived at a user focused view of what was needed.

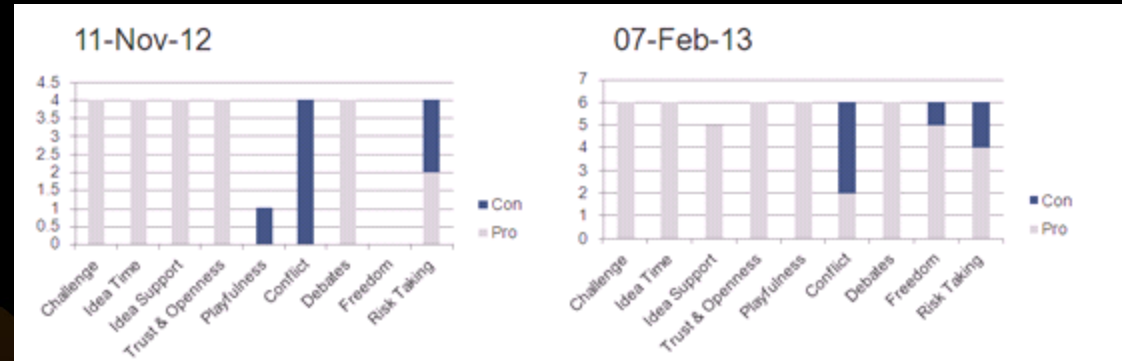
Reed Elsevier

- Testimonials

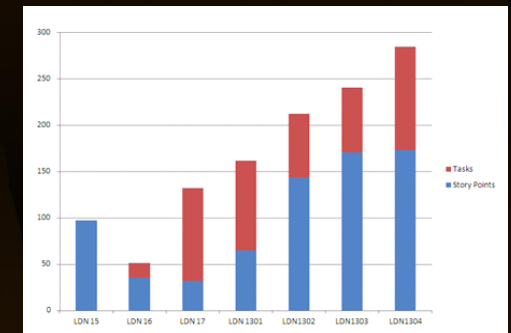
- “My compliments for the extreme high energy level and team spirit in the Sprint team. You can almost feel it in the air. I am also very happy with the team composition, with the right balance in knowledge, disciplines and capabilities.” – Robin Lopulalan, Evise Programme Manager
- “As part of the induction of our agile teams, which were multi-cultural as well as multi-functional, Comscientia conducted some great sessions that really helped the teams gel right from the start. This greatly helped the sprints get off to flying starts!” – John O’ Brien, Evise Business Solutions Analyst

Statoil

- Climate change



- Results: continuous improvement





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