

A decorative pattern of overlapping, wavy lines in a light red color, creating a sense of movement and depth across the upper portion of the page.

VALUES STEWARDSHIP

**A TRANSFORMATIVE APPROACH TO
SOLIDIFY YOUR COMPANY'S DNA
THROUGH VALUES**

Creating a cohesive, value-driven culture that distinguishes your company in the marketplace.

Why Values Stewardship?



Values Stewardship reinforces the foundation of a company's identity, mission, and practices. With time and people changing, the defined values might get lost in essence and become just written words. Stewarding company core values entails embedding them into every level of decision-making, strategies, and daily operations.



At a **Strategic level**, stewarding values ensures the alignment of a company's guiding principles with its long-term objectives and vision. This enables the organization to navigate its path clearly, embodying its core beliefs in all high-level decisions and initiatives.

Tactically, values stewardship transforms these core beliefs into actionable behaviors and processes. It involves integrating values into training programs, performance metrics, and recognitions, making them tangible and measurable elements of an employee's professional journey.

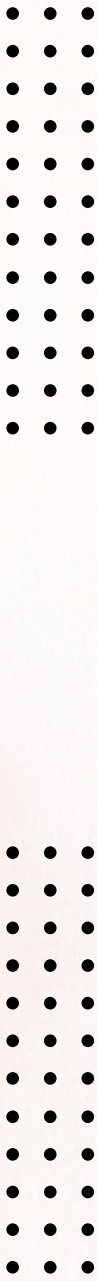
Operationally, stewarding values translates into living those values every day. It means infusing these principles into daily tasks, interactions, and procedures, creating an organizational culture where core values are not just guidelines but are lived experiences, and shaping the very fabric of the work environment.

Our 3-Step Approach



Our three-step approach delivers swift and effective results. Initially, we assess your current scenario through the Values Stewardship Index. Subsequently, we host a half-full day workshop to agree on future action plans. Lastly, in an optional step, we offer continued support through regular follow-ups, aiding implementation.

<p>STEP ONE: AS IS</p> <p>VALUES STEWARDSHIP INDEX (VSI)</p>	<p><i>Our questionnaire will assess your company's Values Stewardship Index (VSI). With inputs from 50+ selected employees across your organization, we'll aggregate their responses to gauge your company's current level of values stewardship, providing a broad perspective on how your core values are reflected and respected within daily operations and strategic decisions.</i></p>
<p>STEP TWO: TO BE</p> <p>FUTURE ACTION WORKSHOP</p>	<p>Following the VSI assessment, we conduct a <i>half to full-day intensive workshop</i> with the leadership team to discuss findings, share best practices, and collaboratively map out future actions. This session empowers your team to strengthen the organization's values stewardship in alignment with strategic goals.</p>
<p>STEP THREE: FOLLOW-UP</p> <p>PLAN & IMPACT TRACKING</p>	<p><i>Optional Step:</i> We'll establish a tracking mechanism for implementing and monitoring the outcomes of the defined action items. Regular short surveys will be conducted to measure the impact of these actions, ensuring ongoing alignment with your values and stewardship goals.</p>



Benefits



Values Stewardship is key to cultivating an engaged workforce, strengthening brand identity, fostering customer loyalty, and sparking innovation. Aligning personal and organizational values drives productivity, financial performance, and sustainable growth.

Improved Employee Engagement

According to a Gallup study, companies with a strong values culture have a 70% reduction in turnover. Employees are more likely to stay with a company that reflects and respects their own values.

70%

Better Decision Making

McKinsey research suggests that organizations where leadership and employees are aligned on values make decisions 6 times faster, leading to improved operational efficiency.

6x

Innovation & Risk Taking

A 2017 report by PwC found that companies promoting values-driven cultures are 30% more innovative. Employees feel motivated & secure to take risks and propose novel ideas.

30%

Net Margin through Stronger Brand Identity

A Harvard Business Review article indicated that companies strong in values stewardship enjoyed a 4-6% increase in net margin; mainly due to stronger brand identity.

4-6%

When your core values are truly ingrained in your way of doing business, every decision will be made with those values in mind. This helps align every decision with your brand and what it hopes to accomplish. It creates accountability to yourself and others - and customers will see that in every interaction you have with them.

Steve Grau, CEO, Royal Ambulance



Contact



Should you have any questions or require further information, please don't hesitate to reach out to us. We'd be delighted to engage in a conversation about how your organization can effectively implement and benefit from values stewardship.



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