

As an **Expert in Residence**, I step in as a dedicated partner on your People & Culture Team and support the implementation of new work practices.

For a committed period, I'm on your team to evolve your workplace culture forward.

Whether you know what culture habits you want to add or you're evaluating options, I'm ready to support the process.



Expert in Residence

I work with organizations that are curious and ready to transform the way they work.

The process involves **1)** mapping the internal culture of your team or organization, **2)** formulating visions for your workplace evolution, and **3)** implementing new work practices that are right for you. You simply delegate the task of e.g. implementing asynchronous processes, improving the organization's remote culture, or establishing robust hybrid team practices to me.

During our engagement:

- I will work side-by-side as a dedicated partner on your People & Culture Team.
- I will be an extra pair of hands, a fresh set of eyes, and a brain full of ideas and proven culture inventions to coach new ways to approach work and meetings.
- I will provide the support to ensure that changes to work habits, asynchronous practices, and meeting facilitation get fully adopted.
- I will bring my rich expertise in facilitation, hybrid collaboration, experience design, self-organization, DEI, co-creation, and global & remote teamwork, to be leveraged wherever needed.



Your investment

Every project is unique. Rates will depend on how long and how many days a month you want me to be involved. Engagements start with a duration of 2 months. It's not unusual to start small and gauge needs after some weeks. My clients typically begin with a \$5-6000 investment. Discounted rates available to non-profit organizations.

"What an amazing offering! So often we bring inspiring ideas into great organizations only for those seeds to rest undeveloped as there is no capacity internally to develop them further."

— Andrea Strohmayer, Workplace Culture Strategist @ CulturebyDesign

Comments from Culture Experts

"I think an in-house expert is exactly what is needed to ensure new cultural habits stick."

— Daniell Ullrich, Change Strategist @ WORC GmbH

