

# Emergent: Ignite Purpose, Transform Culture, and Make Change Stick

In today's rapidly evolving business landscape, organizations face unprecedented challenges and opportunities. To navigate these complexities and achieve lasting success, leaders must embrace a mindset of continuous improvement and innovation. Emergent is a leading consulting firm that empowers organizations to transform their cultures, ignite purpose, and make change stick.

## Igniting Purpose

Purpose is the foundation upon which thriving organizations are built. Emergent believes that every organization has a unique purpose that drives its mission, vision, and values. When employees are aligned with a shared purpose, they are more engaged, motivated, and committed to their work.

Through its "Purpose Discovery" process, Emergent guides organizations in uncovering their authentic purpose. This involves facilitating workshops, conducting stakeholder interviews, and analyzing data to identify the core values, beliefs, and aspirations that define the organization's identity and direction.



## Emergent: Ignite Purpose, Transform Culture, Make Change Stick by Stephen Scott Johnson

★★★★☆ 4.5 out of 5

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## Transforming Culture

Culture plays a pivotal role in shaping organizational behavior and performance. Emergent recognizes that transformative cultural change requires a holistic approach that addresses both the tangible and intangible aspects of an organization.

The firm's "Culture Transformation" framework focuses on three key pillars:

- **Leadership:** Cultivating a leadership team that models the desired culture and creates an environment where employees feel valued, respected, and empowered.
- **Processes:** Designing and implementing processes that align with the desired culture and support the organization's purpose.
- **Behavior:** Encouraging and reinforcing behaviors that reflect the desired culture, fostering a positive and collaborative work environment.

## Making Change Stick

Organizations often face the challenge of implementing changes that do not produce lasting results. Emergent's "Change Acceleration" methodology addresses this issue by focusing on three critical elements:

- **Employee Engagement:** Ensuring that employees are involved in the change process, understand the rationale behind it, and are committed to its success.
- **Organizational Readiness:** Assessing the organization's readiness for change, identifying potential barriers, and developing strategies to overcome them.
- **Sustainability:** Establishing mechanisms to sustain changes over time, including performance measurement, feedback loops, and ongoing support.

## Case Studies and Impact

Emergent's transformative approach has been recognized by numerous organizations across industries. Here are some notable case studies:

- **Global Technology Company:** Emergent helped a global technology company ignite purpose by defining its core values and creating a shared language for success. As a result, employee engagement increased by 15%, and the company saw a 10% growth in revenue.
- **Financial Services Institution:** Emergent transformed the culture of a financial services institution, fostering a more collaborative and customer-centric environment. This resulted in a 20% increase in customer satisfaction and a 15% reduction in employee turnover.
- **Nonprofit Organization:** Emergent accelerated change for a nonprofit organization, helping it implement a new software system and streamline its operations. The change resulted in a 30% increase in efficiency and a 20% increase in donations.

In an era characterized by constant change and disruption, organizations that embrace purpose, transform culture, and make change stick will emerge as leaders in their industries. Emergent is a trusted partner that empowers organizations to achieve these outcomes through its innovative methodologies and proven track record of success.

By partnering with Emergent, organizations can ignite their purpose, transform their cultures, and make lasting changes that drive performance and create a positive impact on employees, customers, and the broader community.

## Benefits of Partnering with Emergent

- **Uncover a compelling purpose**
- **Transform your organizational culture**
- **Accelerate change and make it stick**
- **Increase employee engagement and motivation**
- **Drive performance and growth**
- **Create a positive and sustainable work environment**



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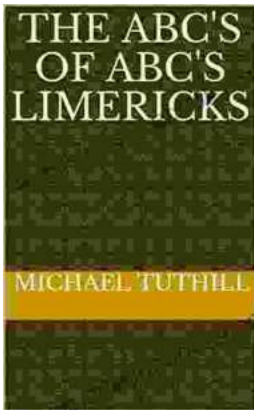
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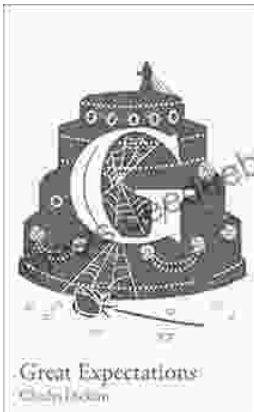
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