How To Engineer A Healthy Culture

The state of organizational culture today:

78% of Millennials want their employers to mirror their values[1]

84% of executives from leading organizations are taking measures to enhance their culture[2]

86% of C-suite executives believe their organization's culture is critical to business success[3]

87% of companies face culture and engagement challenges[4]

Your Net Culture Score® enables executives to:

• Personalize engagement activities for greater individual belonging

• Improve team dynamics through curated group activities

• Prescribe programs to improve organizational cultural alignment

Summery offers a 4-step values-based, AI-driven solution that:

1. **Assesses values and culture**
   • The Kind Quiz®
   • Net Culture Score®

2. **Delivers deep data analytics**
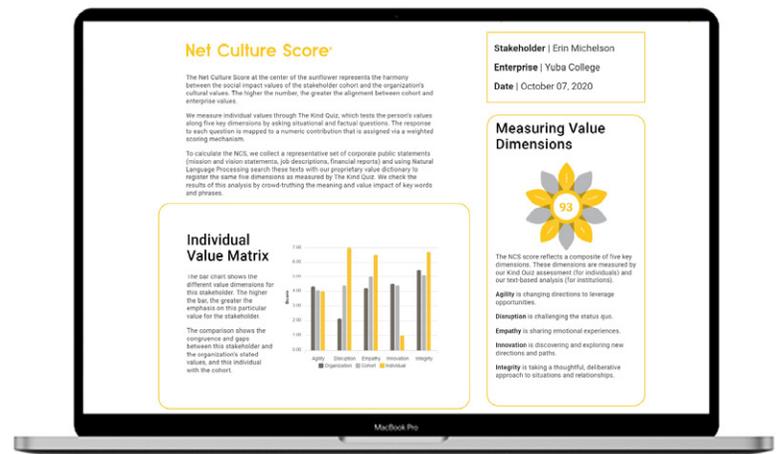   • Employee value profiles
   • Organizational cultural alignment

3. **Engineers engagement**
   • AI-driven personalization
   • Prescriptive programming

4. **Measures changes over time**
   • Set a cultural baseline
   • Monthly reporting

"The Kind Quiz not only enables our applicants to develop an awareness about themselves but also helps employers gain a greater understanding of their core values."
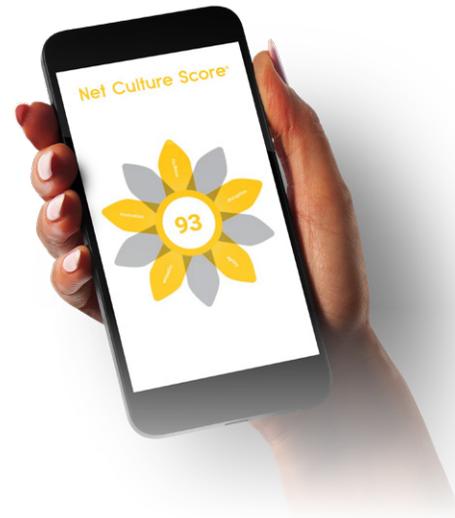
– ISIS TORRES, NASDAQ ENTREPRENEUR CENTER

Nasdaq

We score employee values and organizational culture by:

- Leveraging our proprietary database

- Deploying AI technology including machine learning and NLP

- Quantifying the alignment between aspirational organizational culture and actual employee values

We turn our data into actionable solutions, including:

- Matching employees with social impact activities from our proprietary database of 10,000 global, 100% virtual opportunities

- Data-curating custom team activities for greater diversity, equity, and inclusion

- Prescribing company-wide social impact campaigns to narrow the cultural gap

- Activating employee values by making a donation to a nonprofit organization that represents the organization's collective values.

For More Information

Contact Erin Michelson, Summery Founder + CEO, at erin@summery.ai to learn more about how your organization can benefit from increased cultural alignment.

"Seeing the giving personalities of our teammates and the data-driven donation representing their collective values was not only insightful, but also a fun way to engage our team."

- ALANA SHAIN, DIRECTOR, INNOVATION & CULTURE, SALESFORCE

[1] *"Redefining the C-Suite: Business the Millennial Way,"* American Express
[2] *"Transforming Attitudes and Actions: How Senior Leaders Create Successful Workplace Culture,"* Dale Carnegie Research Institute
[3] The Katzenbach Center at Booz & Company
[4] *"The Naked Organization,"* Deloitte Insights