

**Pre-eminent Financial Trading Company (\$400 Billion in Assets / Operates in 24 Countries)**

**Major Canadian Financial Institution needed high energy cultural development program to reinforce** values and team dynamics, maintain a client focus, and address innovation, accountability and passion.

***The Challenge:***

BigSpeak Consulting was engaged to help the Client implement a cultural development program which addressed values and team dynamics while remaining Client-focused. The specific topics to be incorporated into the program included innovation, accountability and passion. At the same time, the program needed to reinforce behaviors, identify ways to improve, explore why organizational values are important, develop shared commitments, as well as generate excitement about the future. No small order.

***The BigSpeak Consulting Solution:***

BigSpeak Consulting identified a credible organizational development team who could deliver a highly energized program with proven material, one that integrated all of the above requirements.

***The Result:***

The Client decided to expand their cultural development program. The program included an executive retreat, company-wide keynote, and multiple daily training sessions for the entire company. Working side by side with BigSpeak Consulting, the Client landed with a cohesive program which resulted in a huge success, a program which cascaded from top to bottom, and scored above 4 on a scale of 1-5.

***Consultant:***

[Rex Pemberton](#) and [Patrick Lencioni](#)

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