PEOPLEGEEKS MENU SUMMER 2017

Peoplegeeks Ltd Oy is a modern people & business consultancy *helping our clients to succeed in business by HR, people analytics and leadership. We are highly skilled professionals, with hands-on experience in getting things done, impacting people into positive change and helping executives with change and leadership issues. We work mainly in Europe, based in Helsinki. We engage in world class partnerships with HR/People technology and analytics vendors and collaborate with trusted, ridiculously great trainer consultancies to ensure delivery capacity for larger projects.*

COCKTAILS

HR Leader coaching session
small 350, mid 590, large 890

We're your other brain half, your mirror and your supporter.

Professional business coaching
small 350, mid 590, large 890

1.5 h coaching sessions (x 8–12) turning your leader into a Seth Godin, Branson or Lazlo Bock. No, we don't do the Trump transformation.

Speaking engagements
25–160 /person

Can't believe people want to hear us, but they do! 1 h talk about Agile leadership, Agile HR, NeuroLeadership, Habits, Behavior change, Rewarding on individual level, Processes 2020, Digital HR, People Analytics, Modern internal communication, Employer Branding, Modern recruitment, Recruitment technology, Personal growth as a leader, Agile for Boards.

People analytics – Introduction
ask for price

It's hot and hyped. We will make people analytics a bit less hyped and a bit more concrete. You'll wrap your head around use cases and ways forward on implementing people analytics.

STARTERS

Leadership development planning & co-creation
245 /h

What makes a good leader? This question brings up a super long list of traits people want from a leader. A superhuman. Let's design modern learning paths to building superhumans.

Redesigning your recruitment process
245 /h

How about not having to read a single cover letter or resume to find the perfect candidate? Let's clean up and digitalize your recruitment pipeline and practice, and get you boosted with today's recruitment technology.

Redesign of your employee survey & Pulse ecosystem
245 /h

Let's ask 170 questions about everything, once a year, from everyone. Nope! Let's "Pulse" the organization by sending daily some questions randomly to our employees. OMG NO! We'll help you totally refresh your survey and pulse practices, to really serve the business operations with relevant and actionable data.

PULSE program for business units
245 /h

Transparency and peer feedback? Scary? Better get used to it, it is coming. Turn your unit into an open dialogue, open feedback and transparent information sharing network. We will hold your hand. It's like a rollercoaster, you scream when you are on it but want to do it again, because it just is pretty awesome. ▶

HR service design & Employee experience

245/h

Would your clients happily pay for HR services now? Challenging of the status quo, bringing in technology/applications, new ways of thinking and working to create awesome HR services, practices and processes. Your executives, employees and managers will adore your smooth and well-designed presence!

Agile HR consulting

245/h

A base of agile and lean, layered with experimental development and behavioral change, sprinkled with leadership and self-organizing teams. All this is mixed with HR and co-created with you in a chilled and energized way.

MAIN COURSES

From strategy to actions

ask the chefs

Execution support of your strategic journey. Business operations, sourcing and supply chain, management, leadership HR and communication. Cooked in collaboration with our partners on strategic execution.

Change & transformation program masterminds

275 /h

"Let's implement this change or cascade the strategy". Sounds familiar? Doesn't work. Sorry. People change through a series of learning experiences and internal motivation. Our team can help your strategic change team incorporate truly inclusive, brain friendly and agile methods for leading and facilitating organizational and individual change and communication.

Agile transformations – organizational coach

275 /h

Yes, you can do team-level agile beautifully. Sooner or later you are banging your head on the structures, management system and HR-processes of the organization. Our forehead is hard, and we can navigate both agile, SAFE, LEAN and traditional organizations & management. We can help you bang your head more effectively.

Mergers & acquisitions organizational audit

275 /h

Auditing the companies' culture, leadership, HR-processes and estimating the investment ballpark for post-integration actions. This is the work the linear thinking, paragraph-loving, expensive lawyers are not able to do. Might be saving you a couple of millions on the price.

TOP PICK: Co-creating modern performance management

275 /h

Out with ratings and gauss curves. In with clear goals and redesigned incentives. In with true personal growth, stretch, honest and rapid feedback loops. We'll be challenging and stretching you along this process. No, we do not have ready-made frameworks. Yes, we know what human performance is built of.

HR/IS projects

275 /h

You are implementing the HR system. Congratulations! (If you just knew what you are getting yourself into!). We have been there. We know some of the bumps ahead of you. We like technology. We know analytics. Sleep a bit better working with us on it. (P.S. We don't sell HR-systems.)

POSTRES - People analytics

Recommended for people who think HR and leadership really is not "soft" or "fluffy". *Let's design business relevant use-cases, gather some data and start delivering actionable insights for decision making.*
Ask the chefs for pricing.

Chef's recommendation:

People analytics – Get started now!

Let's do a limited business case research and learn from the initial findings. We combine two main ingredients: understanding of your data and crafting some business-critical use-cases for analytics. WARNING: This dish is likely going to increase your appetite!

People analytics – Setup

We're your geek partners in going for really serving the executives with data-driven insights. We can't bring you the moon from the sky, but we can get clarity and structure, relevant tools and expertise around your people analytics journey. Defining the why, what, where and when.

People analytics – Project & tech consulting

You know people who roll up their sleeves, get to work, and start getting shit done? That is us. Let's start delivering on this. The companies starting their journey now will be so much further in a couple of years. Less talk – more business oriented action!

People analytics – Network analysis

Metadata from digital communication patterns can reveal amazing insights, that no survey could ever discover! You already have the data, we have the means to bring value from it.

People analytics – Culture profiling

Who said culture cannot be measured? Let's profile the work culture/cultures in your organization to know how to influence and help your employees perform better.

People analytics – Psychological profiling and assessments

You think it is enough to just look for a good guy/girl? Yay! A bias-party! How about a fresh, science based way of deciding? Recruitments, leadership development or team development – learn about the motivation, personality type, social skills, thinking and IQ of your candidates. Combined with other data sets such as employee surveys, we can conduct studies to learn what awesome looks like in your organization.

FUSION KITCHEN – Peoplegeeks LABS experiments

Warning! Will cause serious learning and strong modernization interest. *Experiment with small and affordable bits, kill what doesn't work, roll out what does work. Ask the chefs for pricing.*

Let's make organizational learning great again

Forget boring training sessions and endless PowerPoint presentations. Let's apply some beautiful learning tech, mix it with educational science, gamification expertise and amazing facilitators. Applies perfectly on your pre-boarding, onboarding, leadership and training programs.

Lean & automate your recruitment process

Getting rid of CV's and cover letters in the recruitment process and still having the best applicants come through. We can do that, but before deciding to go all in, try it out in experiments with our guidance.

Gamify your recruitment process

We dare you. Try this out with a couple of recruitments! The assessment and personality profiling can be done by fun games nowadays.

Gamification of your onboarding process

How much more fun would an onboarding game be, than your current onboarding process? Let's try and find out!

Agile & mobile performance management

Tired of the usual annual performance management cycle, but can't change it all at once? Let's experiment with 2–3 different ways in a couple of teams and learn more.

Experiment with peer-review in teams

Employees craving for relevant feedback? Let's help them have that. Experiment with a couple of teams.

People analytics – mini-research

Do you have a problem, but you're not sure what your data could do to get some insight on it? Don't worry, we happen to know some pretty smart people who can do amazing stuff with data. Oh – and did we mention we can do analytics with IBM Watson? 😉

SIDES – Training

We believe in training and information sharing as a side dish for everything we do.
We co-create the context for all trainings together with the client. Ask the chefs for pricing.

Agile management & organization design (1 d)
Agile HR Practitioner (1 d)
Agile HR Professional (2 d)
Agile Leadership Essentials (1–2 d)
People Analytics for every HR (1 d)
People Analytics for HR-analysts (1,5 d)
Lean Change Management (2 d)
Lean HR (2 d)
Leadership training

Neuroscience & Change
Neuroscience & Reward
Neuroscience for HR
People-science for managers
Lego Serious Play ® (LSP) Workshops
Culture workshop (LSP)
Strategy workshop (LSP)
Team building workshop for new team (LSP)
Collaboration development workshop between two teams (LSP)
Kick-off workshop for project teams (LSP) Agile collaboration workshops for vendor-client teams (LSP)

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VAT and investments for any assessments, technology licenses, tools, etc. are added to all prices.
Invoicing will be done with a 2–4-week frequency.
This menu is valid until 30.9.2017, offered according to peoplegeeks' availability.