
CORNERSTONE

INTEGRAL



21st Century Organisational Development

WHO IS CORNERSTONE INTEGRAL SOLUTIONS?

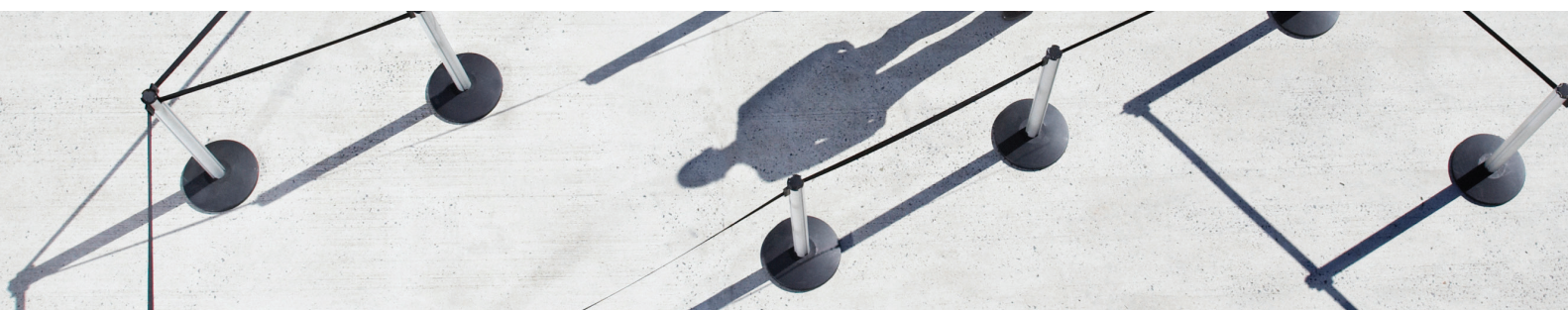
We are a boutique consulting organisation, focused exclusively on providing Integrally based, scalable solutions to the complexity and challenges of organisational life.

We work with leaders and key decision makers who want to create systemic and sustainable transformation for their organisations, their people and themselves.

WHAT WE OFFER

A partnership with Cornerstone will elevate and evolve your perspective by:

- Ensuring ethically sustainable growth that includes your profits and your people.
- Increasing the capacity and capability of your people to embrace the ever-increasing complexity of organisational life.
- Ensuring your organisation's vision, values and strategy are effectively translated through to the operational areas of the business.
- Enhancing your approach to developing your leaders by providing experiences that expand their perspective and the quality of their decision making.
- Building aligned teams, cultures, systems and structures that are fit for the purpose of the organisation.
- Creating a legacy of high performance and strategic excellence in your organisation.



ASCENSION

The concept of organisational transformation is vague at best and at worst, non-existent or just too hard or too complex.

When asked to define what is meant by organisational transformation, vertical development or change, people in senior roles are able to articulate the need to move from one state to another, however, they often have real difficulty in describing the basis or theory that is being used to implement that transformation and equally importantly, how to measure it.

There are six signs that point to a readiness to engage with us in taking Integral Ascension to your organisation. If you answer 'yes' to any of the below, read on to find out more.

SIX SIGNS YOU ARE READY TO ENGAGE

- 1 You want to **find a way to make sense of** your organisation in a world that is getting more complex with every year.
- 2 You want **practical insights and habits** that help you and your team be more, do more and bring a vibrancy to the hours you all spend at work.
- 3 You want **credible answers to the big questions** and dilemmas that face us in organisational life with pathways forward that are grounded in the very best of global thought leadership backed by solid research and evidence.
- 4 You want **extraordinary relationships** with your people, relationships that will require you to be courageous and authentic.
- 5 You want to **elevate and evolve your perspective** and the perspectives of those around you, in order to harness the collective intelligence within your team and organisation.
- 6 You believe that **adults can grow and develop**; that it is possible to expand our cognitive and emotional capacity to its fullest potential.

THE INTEGRAL FRAMEWORK

The Integral Framework makes a simple yet profound observation: everything in organisational life can be looked at through one of four sense-making lenses which we have labelled as Perspective, Capability, Culture and Systems.

The Integral Framework has the power to encompass all the ideas, theories and models of the business and leadership development world and unite them in a meta framework. This allows a leader and a business to masterfully diagnose, select and apply the right model, at the right time, in the right place, for the right reason, to the right person, in order to get the right result...think of it like acupuncture for your organisation.

At Cornerstone, we have captured the most comprehensive approaches to organisational transformation and incorporated these into a meta-approach that we call **Integral Ascension**.

ASCENSION WILL ENSURE:

- Your organisation will have a structure that is fit for purpose and able to meet the complexity of your market environment in an agile and adaptive way.
- Your organisation understands that there is no such thing as a good or bad culture; rather that culture is a dynamic phenomenon and there are healthy and unhealthy expressions of each of the multiple dynamics. The challenge for every organisation is to identify the healthiest expression of each dynamic.
- Each individual in your organisation will develop a more elevated and evolved perspective so that they are able to deal intellectually and emotionally with the ever increasing complexity of organisational life.
- Finally, Ascension will ensure that each individual in your organisation will learn behavioural flexibility and agility that will allow them to deal with whatever situations they face when dealing with other organisational members, customers and stakeholders.

INDIVIDUAL

Perspective

Values
Mindset
World View
Thinking Capacity
Perspective Coherence

Capability

Skills
Applied Knowledge
Practical Experience
Behaviour
Decision Making

INTERNAL

Disruptor: Psychological Dissonance

Disruptor: Role & Task Ambiguity

ORGANISATIONAL TRANSFORMATION

Disruptor: Political Motives

Disruptor: Environmental Volatility

EXTERNAL

Trust
Relationships
Team Dynamics
Engagement
Shared Purpose & Values

Culture

Strategy
Structures
Processes
Operating Technologies
Market Environment

Systems



COLLECTIVE

MELBOURNE

SYDNEY

PERTH

BRISBANE

Connect with us and offer your perspective. This includes a complimentary whiteboard session with a couple of our directors where we'll use the Integral Framework and the Ascension Approach, to make a first pass evaluation of your organisation/division/function/team.

CONTACT DETAILS

Cornerstone Integral Solutions
1300 133 550 Freecall
info@cornerstoneintegral.com
www.cornerstoneintegral.com