

August Public

2024

Expertise
& Offerings

2024 Expertise & Offerings

This year, August Public continues to offer the **four core areas** we've supported hundreds of organizations and teams with for the past decade.

In addition, we have invested in deepening **five areas of expertise** and support offerings based on what we have seen emerge as organizational, team, and leader needs over the past few years. All of our supports include leadership development, offsite facilitation, strategy development, team coaching, and large-scale transformation.

Agile Ways of Working

We help you apply the principles of agility to all types of work, quickly test and iterate, reflect and adjust as you go — helping individuals, leaders, and teams make meaningful progress on purpose-driven projects.

Psychological Safety Through a Learning Culture

We help you increase the pace and quality of learning to make it easier for people to take smart risks, learn from mistakes, and give and receive feedback that supports continuous improvement.

Empowered Decision Making

We help you make faster and more inclusive decisions using practices to define decisions, identify decision-makers, hear and integrate different perspectives, and clearly communicate to stakeholders.

Operationalizing Equity & Inclusion

We help you cultivate behaviors and build systems that make it possible for everyone to contribute, creating the conditions for speaking up, addressing conflict, and sharing questions, concerns, and ideas.

Building REAL Trust

We help you (re)build trust in the face of major reorgs, low engagement scores, or customer challenges, using a research-based and human-centered approach.

Culture Redesign

We help you ensure your culture is serving your organizational goals, mitigating burnout, driving engagement, and unlocking the potential of your employees to achieve your ambitions.

Governance Design

We help you clarify how roles, resources, and decisions are distributed across your organization, pairing clarity with the capability to span boundaries and work in complex, matrixed teams.

Leadership Journey & Competency Design

We help you evolve how you support your leaders, especially senior executives and middle managers, designing custom leadership journeys and competencies focused on what your leaders need to thrive.

Accelerate AI Adoption

We help you accelerate your organization's adoption of Generative AI to power up your productivity, effectiveness, talent development, and innovation.

New Expertise & Offerings

Our expertise	What you might be facing	How we can help
BUILDING REAL TRUST	<p>Is your organization or team rebuilding trust as the result of a major reorganization, low engagement scores, or a customer challenge?</p> <p>We have designed a research-based, human-centered approach, complete with everyday practices for building trust in the face of major reorgs, low engagement scores, and customer challenges.</p>	<ol style="list-style-type: none"> 1. Leadership trust trainings 2. Team trust workshops & offsites 3. Custom trust framework 4. Custom set of trust practices
CULTURE REDESIGN	<p>Is your organizational culture not serving your strategic goals or employees?</p> <p>Businesses adapting to new challenges or market pressures may innovate their operations but accumulate cultural debt, widening the gap between the culture you have and the culture you need to achieve ambitious goals. Revisiting your mission, vision, values, and practices and naming explicit expectations can help mitigate burnout, drive engagement, and unlock the potential of your employees.</p>	<ol style="list-style-type: none"> 1. Mission, values, & behaviors 2. Socialization & adoption of culture 3. Culture sprints on specific values & behaviors 4. Integration into existing org systems
GOVERNANCE DESIGN	<p>Is your organization facing emerging challenges that require a new approach to how you steer at the executive level and make high-stakes decisions?</p> <p>The governance and leadership designs that served us in the past are not meeting our current complexities and challenges. We need to pair clarity in teams, roles, perspectives, and decision making with the capability to span boundaries and work in complex, cross-functional/matrixed teams.</p>	<ol style="list-style-type: none"> 1. Governance design for decision making 2. Leadership design for getting the right voices in the right conversations 3. Board & leadership training on decision making practices
LEADERSHIP JOURNEY & COMPETENCY DESIGN	<p>Is your organization evolving how you think about the capabilities leaders need and how you effectively develop them?</p> <p>Leaders, both senior executive and middle managers, serve critical roles in the success and evolution of our organizations. We develop custom experiences and competencies that help you grow the new capabilities leaders need - from executive decision making to boundary spanning, trust building, and fostering belonging and inclusion.</p>	<ol style="list-style-type: none"> 1. Leadership journey & program design 2. Leadership development immersions 3. Competency creation & leveling 4. Custom set of executive leadership practices
ACCELERATE AI ADOPTION	<p>Is your team or organization using AI tools, but feel like adoption is slow and you're not sure how to get the most out of them?</p> <p>Gen AI tools like Co-Pilot are now widely available, but it's not always obvious how to use them to level up your productivity, speed, and quality. We advise and coach teams to accelerate their AI adoption, regardless of where they are in their journey.</p>	<ol style="list-style-type: none"> 1. GenAI & Teamwork keynote 2. GenAI maturity model 3. 2 hour GenAI training 4. 8 week GenAI team design sprint