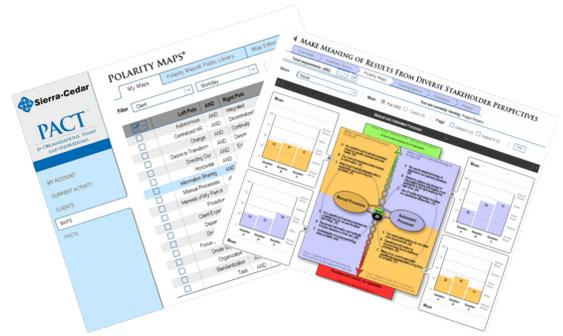


A Revolutionary Approach to User Adoption of your Workday Solution

Part of any successful implementation is making well-informed decisions. Sierra-Cedar's Polarity Approach for Continuity and Transformation (PACT™) is the progressive organization's tool for achieving change that is sustainable and backed by the support of your system users.



The Research is Clear

It is likely that there are competing views—polarities—in your organization in a variety of areas. Some users may see the need for transformative change while others see the benefits of the current way. Which view is right? They both are!

Organizations that know how to tap into the energies of polarities out-perform those organizations that don't. PACT™ builds on what you've accomplished in the past and prepares you to be even more successful in the future, be it numbers on the bottom line, behavior that reflects the culture you want to create, how people feel, or any other measures that matter to you. The assessment will help you get things done—better, faster, and more sustainably. Over time, you will gain more of the benefits from managing key polarities well and pay for fewer costs of managing them poorly.

Your Data, Your Actions

We survey *your* organization and present *your* data to equip you to take the steps necessary to achieve *your* desired results. The results of the PACT™ include **action steps** with planning templates to help your organization gain and maintain the upsides of opposing viewpoints over time. Likewise, **early warning** alerts serve to help you course correct before the organization experiences deeper and more disruptive downsides.

The 5 Step SMALL Process is BIG!!!

In five steps, PACT™ can move your organization beyond your best problem-solving and improvement efforts.

Step 1 – Seeing your organization's tensions, issues, and opportunities

Step 2 – Mapping your assessment so that it fits your organization's unique challenges and opportunities

Step 3 – Assessing your organization

Step 4 – Learning from your results and assessing how you are currently managing your organization's key tensions

Step 5 – Leveraging what you've learned, take action and sustain success

PACT™ powers and sustains the progress of your business through insights from your organization. Contact Sierra-Cedar today to schedule a PACT™.

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Sierra-Cedar delivers industry-focused client success by providing consulting, technology, and managed services for the deployment, management, and optimization of next-generation applications and technology.