

# Waterstone's Culturepreneur Operating System

## What Clients Are Saying

“As a growth business, we experienced changes to workplace culture as a result of the global pandemic, but we were able to use the Culturepreneur Operating System to help craft a culture to drive engagement, and recruit and retain best in class talent and grow across the business.”

M Ritchie, CEO, CGL Manufacturing Ltd.

“The Waterstone Culture Institute created an outstanding learning and development session for leaders of our business. The team invested a lot of time to learn about our business, our brand, our values and attendee needs. The result of their effort was a really interactive and engaging session where employees could share experiences and left the session with practical tools to help them take actions towards becoming better leaders. We look forward to working with Waterstone again!”

S Pringle, Vice President Finance, MR MIKES Steakhouse Casual

“The experience and expertise that the Waterstone team brought to the table was outstanding. Our team came out of each session excited to take the tools and knowledge we’d gained and implement them in our day-to-day activities to drive culture change. We’ve seen incredible buy-in from our teams and are confident in our path and our ability to transition to the ideal culture for our organization.”

A Milonas, CEO, Canadian Orthodontic Partners

“The Waterstone ENGAGE culture assessment was a difference maker for our organization. It went beyond the usual employee engagement data and gave us deeper insight into the health of our culture today. We’re using that data to recognize what we’re doing well, but also to action change as we build the vision for our future culture.”

S Pearson, President, Kognitiv Corporation

“Waterstone Human Capital helped us look deep into our current culture, what is not working, and where we want to be. We felt supported by their professional staff every step of the way. We reached out to several companies to help us develop our culture code. Waterstone simply knows the key ingredients for workplace culture best – and we couldn’t pass up the opportunity to work with them.”

A Bouchard, Labour Relations / HR Specialist, APTN

“We are fortunate to have Waterstone as a partner on our culture journey now. Waterstone has invested their time to really understand our business. They have provided us with excellent, custom learning opportunities for our team members, and they always emphasize impact. We have now gone through our first Engage process with the Waterstone team. The survey and measurements give us a way to finally make the intangible tangible; we now have actionable data to help formulate our culture initiatives.”

Sheryl Pringle, Vice President Finance, Mr. Mike's Steakhouse Casual

“Our culture is a great source of pride at Egg Farmers of Canada. For this reason, we are pleased to draw on Waterstone's Culturepreneur Operating System to ask ourselves to how might we continue to strengthen our culture and further support our high performing team as we embrace change. The process that guides the Culturepreneur System has allowed us to draw our entire team into our efforts and identify key goals to work towards together. We recognize that culture is a living, breathing aspect of our organization—and the Culturepreneur System has encouraged us to actively discuss what sets our organizational culture apart and where we can continue to grow, keeping our team and how we work together top of mind.”

Tim Lambert, CEO, Egg Farmers of Canada

“We wanted to work with an organization where culture was their area of expertise. To have a culture institute says a lot. Culture is important to me, and it's an area I work on quite a bit: What are the tenets? What makes it real for employees? So, working with a leader who has knowledge, experience, and learnings from different sectors – it ensures that the best work with get done.”

Trish Barbato, President and CEO, Arthritis Society Canada

“When we first met the team, it was really clear that there's a process that is followed to get from Point A to Point B, and it's a process that has a track record. It was like a roadmap that we could follow, one that had already been travelled upon with the experience of other people.”

Sandra Ketchen, CEO, Spectrum Health Care